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Alberta
MANPOWER AND LABOUR

Board of Industrial Relations

# BULLETIN

## ON THE BOARD'S ACTIVITIES

JULY 1st, 1973 TO SEPTEMBER 30th, 1973

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BOARD OF INDUSTRIAL RELATIONS

# B U L L E T I N

ON THE BOARD'S ACTIVITIES

JULY 1st, 1973 TO SEPTEMBER 30th, 1973

ISSUED BY

THE PROVINCE OF ALBERTA

DEPARTMENT OF MANPOWER AND LABOUR

E D M O N T O N

Second-class mail
Registration No. 1790

DEPARTMENT OF MANPOWER AND LABOUR

HONORABLE DR. A. E. (BERT) HOHOL

Minister

D. I. GARDNER

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

R. B. d'ESTERRE - Chairman

DR. C. B. WILLIAMS - Vice Chairman

E. DAHLI

W. N. GRAY

WM. G. WRIGHT

E. S. SUNLEY

L. CHIKINDA

F. KUZEMSKI

O. DEMCO

G. E. GOUGH

Secretary

J. ELSINGA and D. LAIRD

Registrars

W. MADAY

Director of Labour Standards

J. R. HUTTON

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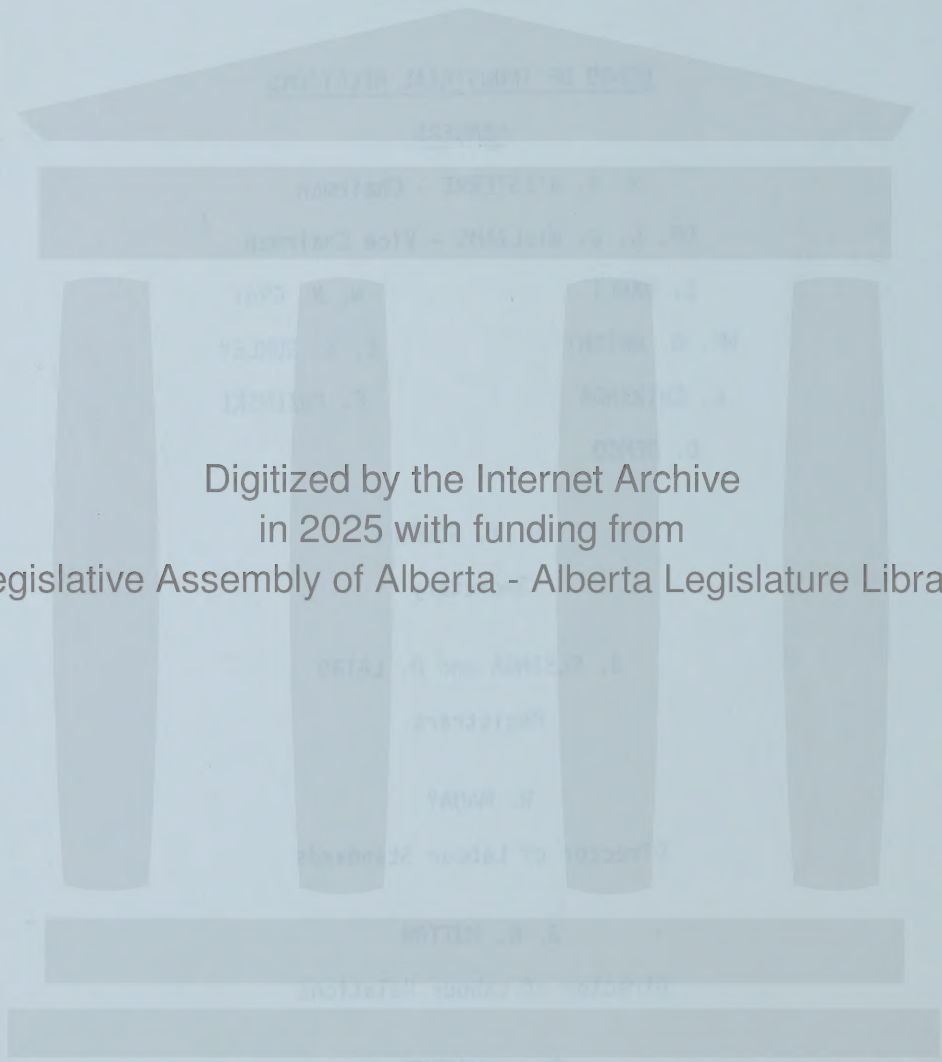

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# STATISTICAL INFORMATION

This information is a summary of the activities of the Board of Industrial Relations in the Administration of The Alberta Labour Act during the period of July 1, 1973 to September 30, 1973.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, General Holiday Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

The Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

| PARTS I TO V INCLUSIVE - 1973 | July 1, 1973 to September 30, 1973 |
|---|---|
| Number of Board Meetings (including Public Hearings) | 20 |
| Number of Executive Committee Meetings | 0 |
| Number of Inspections | 10,625 |
| Number of Business Places Inspected | 2,339 |
| Number of Employees Affected | 33,509 |
| **SETTLEMENTS MADE** | |
| Overtime Arrears | $ 9,438.49 |
| Vacation Pay Orders | $ 18,435.97 |
| Underpayment of Wages Due | $ 1,761.78 |
| Non-payment of Wages Due | $ 46,721.95 |
| General Holidays | $ 5,921.50 |
| TOTAL | $ 82,279.69 |
| Number of Employees affected by above Settlement | 1,036 |
| Number of Complaints Received | 2,918 |
| Amount of Weekly Increase Obtained for Employees | $ 518.90 |

## STATISTICAL INFORMATION

| | April 1, 1973 to June 30, 1973 | July 1, 1973 to September 30, 1973 |
|---|---|---|
| **CERTIFICATIONS** | | |
| Application for Certification - ISSUED | 65 | 54 |
| Application for Certification - REFUSED | 20 | 21 |
| Application for Certification - RETURNED | 0 | 0 |
| **REVOCATION OF CERTIFICATION** | | |
| Certificates Revoked | 7 | 3 |
| Applications Refused | 0 | 2 |
| Applications Returned | 0 | 0 |
| **VARIANCE OF CERTIFICATE** | | |
| Application for Variance - GRANTED | 28 | 9 |
| Application for Variance - REFUSED | 0 | 0 |
| **CONSOLIDATION OF CERTIFICATES** | | |
| Application to Consolidate - GRANTED | 0 | 0 |
| Application to Consolidate - REFUSED | 0 | 0 |
| **APPLICATION FOR REGISTRATION OF AN EMPLOYER'S ORGANIZATION AS THE AGENT FOR COLLECTIVE BARGAINING** | | |
| Application for Registration - GRANTED | 0 | 1 |
| Application for Registration - REFUSED | 0 | 0 |
| **UNFAIR LABOUR PRACTICES** | | |
| Complaints | 6 | 2 |
| **CONCILIATIONS** | | |
| Settled at Conciliation Officer Stage | 54 | 8 |
| Referred to a Conciliation Board | 11 | 29 |
| Referred to an Arbitration Board | 1 | 0 |
| Unsuccessful Recommendations Under Section 91 (1) (b) | 33 | 63 |
| Cancelled | 3 | 4 |
| Pending | 138 | 84 |
| **ARBITRATION BOARDS** | | |
| Pending at Arbitration Board | 1 | 0 |
| Arbitration Board Awards | 0 | 0 |

## STATISTICAL INFORMATION

| | April 1, 1973 to June 30, 1973 | July 1, 1973 to September 30, 1973 |
|---|---|---|
| **CONCILIATION BOARDS** | | |
| Pending at Conciliation Board | 1 | 26 |
| Settled Before Board Constituted | 4 | 0 |
| Settled Before Award Submitted | 0 | 1 |
| Unanimous Board Awards | 5 | 5 |
| Majority Board Awards | 1 | 2 |
| Dissent by Employers' Member | 0 | 1 |
| Dissent by Employees' Member | 1 | 1 |
| Acceptance of Board Awards by Both Parties | 3 | 1 |
| Acceptance of Board Awards by Employers Only | 1 | 2 |
| Acceptance of Board Awards by Employees Only | 1 | 0 |
| Rejection of Board Awards by Both Parties | 1 | 2 |
| **VOTES** | | |
| RE: Conciliation Board Awards | 6 | 5 |
| RE: Selection of a Bargaining Agent | 1 | 16 |
| RE: Revocation of Certification | 5 | 3 |
| RE: Strike Action | 19 | 62 |
| In Favour | 17 | 55 |
| Against | 2 | 6 |
| Split Decision | 0 | 1 |
| **Strikes and Lockouts Arising During the Year** | | |
| After Provisions of The Alberta Labour Act | 11 | 7 |
| Strikes and Lockouts Carried Over from 1972 | 0 | 0 |

* * * * * *

| PROSECUTIONS | July 1, 1973 to September 30, 1973 |
|---|---|
| Charges Carried over from Previous Period | 562 |
| Number of Charges Entered | 289 |
| Convictions | 87 |
| Withdrawals | 56 |
| Dismissals | 8 |
| Warrants Executed | 6 |
| Committals | 0 |
| Amount of Fines Assessed | $ 1,119.00 |
| Amount of Costs Assessed | $ 144.80 |
| Failure to Comply with Magistrate's Orders | 0 |
| **AMOUNTS IMPLICATED** | |
| Minimum Wage | $ 2,060.31 |
| Wage Arrears | $ 1,488.51 |
| Vacation Pay | $ 1,928.96 |
| General Holiday Pay | $ 377.51 |

## SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

### JULY 1, 1973 TO SEPTEMBER 30, 1973

| Sections of The Alberta Labour Act under which Charges Laid for Infractions | | FINES | COSTS | I/D DAYS | ARREARS | Charges Brought Forward and Disposition | | | New Cases this Period and Disposition | | | CONVICTIONS | DISMISSALS | WITHDRAWALS | COMMITTALS | WARRANTS EXECUTED | BALANCE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | No. | Completed | Balance | No. | Completed | Balance | | | | | | |
| Sec. 12 | Failure to maintain or produce records | 50.00 | 6.60 | 5 | 0 | 4 | 0 | 4 | 5 | 2 | 3 | 1 | 0 | 1 | 0 | 1 | 7 |
| Sec. 29 (1)(a) & 29 (1)(b) | Minimum Wage and Overtime | 115.00 | 0 | 13 | 2,060.31 | 62 | 10 | 52 | 33 | 2 | 31 | 6 | 1 | 5 | 0 | 1 | 83 |
| Sec. 29 (1)(f) | General Holiday Pay | 150.00 | 0 | 35 | 377.51 | 81 | 21 | 60 | 58 | 0 | 58 | 13 | 0 | 8 | 0 | 0 | 118 |
| Sec. 30 (2) & 30(3) | Wages | 416.00 | 89.30 | 88 | 1,488.51 | 215 | 51 | 164 | 86 | 2 | 84 | 32 | 6 | 15 | 0 | 4 | 248 |
| Sec. 33 (4) | Vacation Pay | 388.00 | 48.90 | 48 | 1,928.96 | 112 | 51 | 61 | 86 | 3 | 83 | 35 | 1 | 18 | 0 | 0 | 144 |
| Sec. 29 (3), 30 (5) & 33 (5) | Failure to pay Judges Order | 0 | 0 | 0 | 0 | 88 | 3 | 85 | 21 | 6 | 15 | 0 | 0 | 9 | 0 | 0 | 100 |
| | TOTALS: | $1,119.00 | $144.80 | 189 | $5,855.29 | 562 | 136 | 426 | 289 | 15 | 274 | 87 | 8 | 56 | 0 | 6 | 700 |

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

I S S U E D

JULY 1, 1973 TO SEPTEMBER 30, 1973

1. The International Association of Machinists and Aerospace Workers, Local Lodge 1579, Edmonton and Field Aviation Company Limited, Calgary.

| | |
|---|---|
| UNIT: | "All employees with the exception of supervisory personnel above the rank of working foremen, office staff, sales staff, deputy chief inspector and rotary wing inspector." |
| Number of Employees in Unit: | 85 |
| Received April 2, 1973 | |
| Certificate Number: | 120 - 73 |
| Issued July 3, 1973 | |

* * * * * *

2. The General Teamsters, Local Union No. 362, Calgary and Alberta Concrete Products Company Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All warehousemen and warehouse pick-up drivers excluding all supervisory employees office staff, mechanics, truck drivers (other than warehouse pick-up drivers) and labourers." |
| Number of Employees in Unit: | 5 |
| Received May 7, 1973 | |
| Certificate Number: | 121 - 73 |
| Issued July 5, 1973 | |

* * * * * *

3. The International Association of Bridge, Structural and Ornamental Ironworkers, Local Union No. 725, Calgary and Zimmcor Company, Lachine, Quebec.

| | |
|---|---|
| UNIT: | "All employees engaged in the assembly, installation, erection of all curtain wall, window wall, metal panels, panelling and corrolated work. (Excluding all glaziers and other trade unions, office staff and those employees above the rank of foreman)." |
| Number of Employees in Unit: | 7 |
| Received May 18, 1973 | |
| Certificate Number: | 122 - 73 |
| Issued July 6, 1973 | |

* * * * * *

4. The Canadian Union of Public Employees, Local Union No. 1606, Edmonton and Wainwright School Division No. 32, Wainwright.

UNIT: "All office, clerical, custodial and maintenance employees of the Wainwright School Division No. 32 save and except the Assistant Secretary-Treasurer, the secretary to the Superintendent, the secretary to the Assistant Secretary-Treasurer and those above the rank of Secretary-Treasurer."

Number of Employees in Unit: 20
Received June 5, 1973
Certificate Number: 123 - 73
Issued July 6, 1973

* * * * * *

5. The Alberta Certified Nursing Aide Association, Edmonton and Misericordia Hospital, Edmonton.

UNIT: "All employees when employed as certified nursing aides."

Number of Employees in Unit: 70
Received May 7, 1973
Certificate Number: 124 - 73
Issued July 6, 1973

* * * * * *

6. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and A. D. Ross and Company Limited, Edmonton.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices."

Number of Employees in Unit: 4
Received June 19, 1973
Certificate Number: 125 - 73
Issued July 9, 1973

* * * * * *

7. The Office and Professional Employees International Union, Local 458, Edmonton and Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, Edmonton.

UNIT: "All office and clerical staff excluding business agents and business managers."

Number of Employees in Unit: 2
Received June 28, 1973
Certificate Number: 126 - 73
Issued July 10, 1973

* * * * * *

8. The Graphic Art International Union, Local 211-L, Edmonton and Bulletin-Commercial Printers Limited, Edmonton.

UNIT: "All composing room employees and all employees engaged full-time in proof reading."

Number of Employees in Unit: 23
Received May 16, 1973
Certificate Number: 127 - 73
Issued July 10, 1973

* * * * * *

9. The United Brotherhood of Carpenters and Joiners of America, Local Union 1325, Edmonton and Wood Cogger Limited, Edmonton.

UNIT: "Acoustical applicators, acoustical improver applicators, acoustical applicator foremen, drywall applicators and floor layers."

Number of Employees in Unit: 4
Received June 27, 1973
Certificate Number: 128 - 73
Issued July 13, 1973

* * * * * *

10. The Upholsterers' International Union of North America, Local 34, Edmonton and Wescab Furniture Manufacturing Limited, Edmonton.

UNIT: "All plant employees of Wescab Furniture Manufacturing Limited; save and except foremen, those above the rank of foremen, office staff and sales staff."

Number of Employees in Unit: 37
Received June 6, 1973
Certificate Number: 129 - 73
Issued July 19, 1973

* * * * * *

11. The Upholsterers' International Union of North America, Local 34, Edmonton and Wescab Manufacturing Company Limited, Edmonton.

UNIT: "All plant employees of Wescab Manufacturing Company Limited; save and except foremen, those above the rank of foremen, office staff and sales staff."

Number of Employees in Unit: 39
Received June 6, 1973
Certificate Number: 130 - 73
Issued July 19, 1973

* * * * * *

12. The International Brotherhood of Painters and Allied Trades, Local 583, Calgary and Moar Construction Limited, Calgary.

UNIT: "Journeymen, painters, decorators, apprentices and working foremen."

Number of Employees in Unit: 4
Received July 12, 1973
Certificate Number: 131 - 73
Issued July 23, 1973

* * * * * *

13. The Alberta Certified Nursing Aide Association, Edmonton and Edmonton General Hospital, Edmonton.

UNIT: "All employees when employed as Certified Nursing Aides."

Number of Employees in Unit: 146
Received June 1, 1973
Certificate Number: 132 - 73
Issued July 23, 1973

* * * * * *

14. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Arrow Steel Industries Limited, Calgary.

UNIT: "All Boilermakers, Boilermaker Welders, Blacksmiths, Boilermaker Fitters, Boilermaker Riggers and Boilermaker Helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foremen and employees engaged in fabrication work in the employer's shop or plant."

Number of Employees in Unit: 4
Received June 4, 1973
Certificate Number: 133 - 73
Issued July 24, 1973

* * * * * *

15. The Health Sciences Association of Alberta, Edmonton and Salvation Army Grace Hospital, Calgary.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Grace Hospital, 1402 - 8th Avenue, N.W., Calgary, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 6
Received April 10, 1973
Certificate Number: 134 - 73
Issued July 26, 1973

* * * * * *

16. The Edmonton Printing Pressmen and Assistants Union, Local 255, Edmonton and Personal Cheque Printers, A Division of Consolidated Graphics Limited (General Printers Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 6032 - 103 Street, Edmonton, Alberta, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations." |
| Number of Employees in Unit: | 28 |
| Received June 6, 1973<br>Certificate Number:<br>Issued July 27, 1973 | 135 - 73 |

* * * * * *

17. The Health Sciences Association of Alberta, Edmonton and Whitecourt General Hospital, Whitecourt.

| | |
|---|---|
| UNIT: | "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Whitecourt General, 20 Sunset Boulevard, Whitecourt, Alberta, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations." |
| Number of Employees in Unit: | 4 |
| Received June 25, 1973<br>Certificate Number:<br>Issued July 27, 1973 | 136 - 73 |

* * * * * *

18. The Sheet Metal Workers' International Association, Local No. 8, Calgary and Acadia Plumbing and Heating Co. Ltd., Calgary.

| | |
|---|---|
| UNIT: | "All journeyman sheet metal workers and apprentice sheet metal workers." |
| Number of Employees in Unit: | 2 |
| Received July 20, 1973<br>Certificate Number:<br>Issued August 1, 1973 | 137 - 73 |

* * * * * *

19. The Alberta Certified Nursing Aide Association, Edmonton and The Wetaskiwin General and Nursing Home, District No. 81, Wetaskiwin.

| | |
|---|---|
| UNIT: | "All employees when employed as Certified Nursing Aides and Operating Room Technicians." |

Number of Employees in Unit: 37
Received May 7, 1973
Certificate Number: 138 - 73
Issued August 2, 1973

* * * * * *

20. The International Union of Operating Engineers, Local No. 955, Calgary and Red River Construction (1972) Ltd., Calgary.

UNIT: "Operating Engineers when employed for the operation, service maintenance, assembling, dismanteling of all powered hoisting and portable machines, boilers and engines."

Number of Employees in Unit: 6
Received July 16, 1973
Certificate Number: 139 - 73
Issued August 9, 1973

* * * * * *

21. The Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. P-280, Edmonton and Swan Beverages Ltd., Grande Prairie.

UNIT: "All employees save and except foreman and those above the rank of foreman, part-time help, office staff and management personnel."

Number of Employees in Unit: 14
Received June 12, 1973
Certificate Number: 140 - 73
Issued August 13, 1973

* * * * * *

22. The Retail Clerks Union, Local 401, Edmonton and Alberta Blue Cross Plan, Edmonton.

UNIT: "All employees of the employer employed within the City of Edmonton except general manager, supervisors with the right to hire and/or fire, confidential secretaries, and chartered accountants."

Number of Employees in Unit: 147
Received June 15, 1973
Certificate Number: 141 - 73
Issued August 13, 1973

* * * * * *

23. The International Brotherhood of Electrical Workers, Local 254, Calgary and Control Lighting Ltd., Calgary.

UNIT: "All plant employees excluding supervisors, those above the rank of supervisors, and all office staff."

Number of Employees in Unit: 13
Received June 28, 1973
Certificate Number: 142 - 73
Issued August 14, 1973

* * * * * *

24. The Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton and Liquid Carbonic Canada Ltd. - Ltee., Fort Saskatchewan.

| | |
|---|---|
| UNIT: | "All employees of Liquid Carbonic Canada Ltd.-Ltee. at its Fort Saskatchewan location save and except plant supervisors and those above the rank of supervisor." |
| Number of Employees in Unit: | 8 |
| Received July 16, 1973 | |
| Certificate Number: | 143 - 73 |
| Issued August 15, 1973 | |

* * * * * *

25. The United Brotherhood of Carpenters and Joiners of America, Local Union 1325, Edmonton and Mon-Max Services Limited, Calgary.

| | |
|---|---|
| UNIT: | "Carpenters, carpenter apprentices, carpenter foremen." |
| Number of Employees in Unit: | 9 |
| Received June 27, 1973 | |
| Certificate Number: | 144 - 73 |
| Issued August 15, 1973 | |

* * * * * *

26. The Graphic Arts International Union, Local 503, Calgary and Smith Grant Mann Alberta Limited, Calgary.

| | |
|---|---|
| UNIT: | "All production employees excluding those employees employed in the composing room." |
| Number of Employees in Unit: | 32 |
| Received May 31, 1973 | |
| Certificate Number: | 145 - 73 |
| Issued August 16, 1973 | |

* * * * * *

27. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton, Alberta and Ecodyne Limited, Oakville, Ontario.

| | |
|---|---|
| UNIT: | "All Boilermakers, Boilermaker Welders, Blacksmiths, Boilermaker Fitters, Boilermaker Riggers and Boilermaker Helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant." |

Number of Employees in Unit: 9
Received July 10, 1973
Certificate Number: 146 - 73
Issued August 17, 1973

* * * * * *

28. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Lodge 146, Edmonton and Nor-Don Contracting Services Ltd., Edmonton.

UNIT: "All Boilermakers, Boilermaker Welders, Blacksmiths, Boilermaker Fitters, Boilermaker Riggers and Boilermaker Helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Number of Employees in Unit: 2
Received August 8, 1973
Certificate Number: 147 - 73
Issued August 27, 1973

* * * * * *

29. The International Association of Heat and Frost Insulators and Asbestos Workers, Local Union 110, Edmonton and Almac Industrial Insulation Ltd., Edmonton.

UNIT: "All insulation mechanics, improvers apprentices, foremen and subforemen engaged in the application, finishing and handling of all heat and frost insulations within the geographical area of Local 110, Edmonton, Alberta."

Number of Employees in Unit: 4
Received August 15, 1973
Certificate Number: 148 - 73
Issued August 29, 1973

* * * * * *

30. The United Brotherhood of Carpenters and Joiners of America, Local Union 3002, Calgary and South Park Industries Ltd., Calgary.

UNIT: "All employees except office employees and those employees authorized to hire and discharge other employees."

Number of Employees in Unit: 41
Received August 17, 1973
Certificate Number: 149 - 73
Issued August 31, 1973

* * * * * *

31. The Alberta Certified Nursing Aide Association, Edmonton and Elnora General Hospital, Elnora, Alberta.

| | |
|---|---|
| UNIT: | "All employees when employed as Certified Nursing Aides." |
| Number of Employees in Unit: | 5 |
| Received August 21, 1973 | |
| Certificate Number: | 150 - 73 |
| Issued September 6, 1973 | |

* * * * * *

32. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Coles Printing Company Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 10440 - 122 Street, Edmonton, excluding Managerial employees, office employees, salesmen and those employed in a confidential capacity relating to labour relations." |
| Number of Employees in Unit: | 3 |
| Received April 12, 1973 | |
| Certificate Number: | 151 - 73 |
| Issued September 11, 1973 | |

* * * * * *

33. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Preston Press Ltd., Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 10330 - 104 Street, Edmonton, excluding managerial employees, salesmen and those employed in a confidential capacity relating to labour relations." |
| Number of Employees in Unit: | 18 |
| Received April 12, 1973 | |
| Certificate Number: | 152 - 73 |
| Issued September 11, 1973 | |

* * * * * *

34. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and A.B.C. Press Ltd., Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 11307 - 95 Street, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations." |
| Number of Employees in Unit: | 7 |
| Received April 12, 1973 | |
| Certificate Number: | 153 - 73 |
| Issued September 11, 1973 | |

* * * * * *

35. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Bradburn Printers Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 10433 - 95 Street, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations." |
| Number of Employees in Unit: | 12 |
| Received April 12, 1973<br>Certificate Number:<br>Issued September 11, 1973 | 154 - 73 |

* * * * * *

36. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Co-Op Press Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 10042 - 109 Street, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity relating to labour relations." |
| Number of Employees in Unit: | 16 |
| Received April 12, 1973<br>Certificate Number:<br>Issued September 11, 1973 | 155 - 73 |

* * * * * *

37. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Douglas Printing Company Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 10112 - 114 Street, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations." |
| Number of Employees in Unit: | 18 |
| Received April 12, 1973<br>Certificate Number:<br>Issued September 11, 1973 | 156 - 73 |

* * * * * *

38. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Modern Press Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All production employees of the company at its plant located at 10544 - 123 Street, Edmonton, excluding managerial employees, office |

employees, salesmen and those employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 8
Received April 12, 1973
Certificate Number: 157 - 73
Issued September 11, 1973

* * * * * *

39. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Reliable Printing Company Limited, Edmonton.

UNIT: "All production employees of the company at its plant located at 14305 - 121A Avenue, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 22
Received April 12, 1973
Certificate Number: 158 - 73
Issued September 11, 1973

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40. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Jasper Printing Limited, Edmonton.

UNIT: "All production employees of the company at its plant located at 14524 - 115 Avenue, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 24
Received April 12, 1973
Certificate Number: 159 - 73
Issued September 11, 1973

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41. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton and Custom Printers and Stationers Limited, Edmonton.

UNIT: "All production employees of the company at its plant located at 10345 - 59 Avenue, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 3
Received April 12, 1973
Certificate Number: 160 - 73
Issued September 11, 1973

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42. The Retail Clerks Union, Local 401, Edmonton and Cara Operations (Alberta) Limited, Edmonton.

UNIT: "All employees of the employer employed in the flight kitchen at the International Airport, Nisku, Alberta, except General Manager and Supervisors with the right to hire and fire and office staff."

Number of Employees in Unit: 82
Received July 27, 1973
Certificate Number: 161 - 73
Issued September 10, 1973

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43. The Murdock Production Equipment Employees' Association, Edmonton and Murdock Production Equipment Limited, Edmonton.

UNIT: "All shop employees excluding foremen with the right to hire and fire and those above that rank."

Number of Employees in Unit: 21
Received August 29, 1973
Certificate Number: 162 - 73
Issued September 14, 1973

* * * * * *

44. The Retail Wholesale and Department Store Union, Local 975, Calgary and Super Save Foods Limited, Bellevue.

UNIT: "All employees employed by the company save and except Manager."

Number of Employees in Unit: 4
Received August 10, 1973
Certificate Number: 163 - 73
Issued September 19, 1973

* * * * * *

45. The Retail Wholesale Department Store Union, Local 975, Calgary and Zak's Meats and Groceries Limited, Coleman, Alberta

UNIT: "All employees employed by the company save and except Manager."

Number of Employees in Unit: 7
Received August 10, 1973
Certificate Number: 164 - 73
Issued September 19, 1973

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46. The United Brotherhood of Carpenters and Joiners of America, Millwrights' Local Union 1975, Calgary and The Gas Machinery Company, Medicine Hat.

UNIT: "Millwrights, millwright foremen and millwright apprentices."

Number of Employees in Unit: 2
Received August 29, 1973
Certificate Number: 165 - 73
Issued September 20, 1973

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47. The International Association of Bridge, Structural and Ornamental Ironworkers, Local Union 725, Calgary and The Gas Machinery Company, Medicine Hat.

UNIT: "All field employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron and all employees who do machinery moving, rigging and all welders connected with the above work, and excluding those employees above the rank of foreman, and excluding all other craft unions."

Number of Employees in Unit: 11
Received August 29, 1973
Certificate Number: 166 - 73
Issued September 20, 1973

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48. The Retail Wholesale and Department Store Union, Local 975, Calgary and Super Save Foods Limited, carrying on business in the name and style of Blairmore I.G.A., Blairmore.

UNIT: "All employees employed by the company save and except Manager."

Number of Employees in Unit: 14
Received August 10, 1973
Certificate Number: 167 - 73
Issued September 21, 1973

* * * * * *

49. The United Steel Workers of America, Local 5885, Edmonton and D. Tidy Welders Limited, Nisku.

UNIT: "All employees except foremen, salesmen, office staff and those with the right to hire or fire."

Number of Employees in Unit: 6
Received September 13, 1973
Certificate Number: 168 - 73
Issued September 21, 1973

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50. The International Woodworkers of America, Local 1-207, Edmonton and Neonex Leisure Products Limited, Red Deer.

UNIT: "All employees of the company employed at Red Deer, Alberta, excluding office staff, salesmen, quality control inspectors, foremen and those above the rank of foremen."

Number of Employees in Unit: 275
Received June 27, 1973
Certificate Number: 169 - 73
Issued September 24, 1973

* * * * * *

51. The United Brotherhood of Carpenters and Joiners of America, Local Union 1569, Medicine Hat and Cascade Builders Limited, Calgary.

UNIT: "All carpenters, carpenter foremen, carpenter apprentices."

Number of Employees in Unit: 8
Received August 29, 1973
Certificate Number: 170 - 73
Issued September 25, 1973

* * * * * *

52. The United Brotherhood of Carpenters and Joiners of America, Local 1569, Medicine Hat and Mission Engineering Construction Limited, Calgary.

UNIT: "All carpenters, carpenter foremen, carpenter apprentices."

Number of Employees in Unit: 2
Received August 29, 1973
Certificate Number: 171 - 73
Issued September 25, 1973

* * * * * *

53. The United Brotherhood of Carpenters and Joiners of America, Local 1569, Medicine Hat and Commonwealth Construction Company Limited, Calgary.

UNIT: "All carpenters, carpenter foremen, carpenter apprentices."

Number of Employees in Unit: 3
Received September 6, 1973
Certificate Number: 172 - 73
Issued September 26, 1973

* * * * * *

54. The Canadian Union of Public Employees, Local 189, Medicine Hat and Baptist House of Rest of Medicine Hat, Medicine Hat.

UNIT: "All employees except administrator, chaplin, director of nursing, head nurses, business office manager and supervisor of laundry, kitchen and cleaning."

Number of Employees in Unit: 91
Received June 5, 1973
Certificate Number: 173 - 73
Issued September 27, 1973

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## APPLICATION FOR CERTIFICATION

## R E F U S E D

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. The Murdock Production Equipment Employees' Association, Edmonton and Murdock Production Equipment Limited, Edmonton.

   UNIT: "Fabricators, welders, mechanics, and shop workers."

   Received May 16, 1973
   Refused July 4, 1973 — Applicant did not comply with provisions of Constitution and By-laws.

* * * * * *

2. The Graphic Arts International Union, Local 211-L, Edmonton and Peerless Printers Limited, Edmonton.

   UNIT: "All composing room employees."

   Received February 9, 1973
   Refused July 5, 1973 — Only one employee in unit.

* * * * * *

3. The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Palm Dairies Limited, Edmonton.

   UNIT: "All employees except office workers, office salesmen, engineers, department foremen, female help, temporary help and lead supervisor."

   Received April 18, 1973
   Refused July 5, 1973 — Not a majority selection.

* * * * * *

4. The Canadian Union of Public Employees, Local 1058, Calgary and Dustbane Enterprises Limited, (Modern Building Cleaning Division), Calgary.

   UNIT: "Janitors and housekeeping maids."

   Received May 7, 1973
   Refused July 9, 1973 — Unit not appropriate.

* * * * * *

5. The United Brotherhood of Carpenters and Joiners of America, Millwrights' Local Union 1975, Calgary and Brown and Root Limited, Edmonton.

   UNIT:

   Received June 1, 1973
   Refused July 13, 1973 — Only one employee in unit.

* * * * * *

6. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton and A. L. Charlebois Limited, Edmonton.

UNIT: "Acoustical Applicators, Acoustical Improver Applicators, Acoustical Applicator Foremen, Floorlayers, Drywall Applicators."

Received June 27, 1973
Refused July 26, 1973 — Not a majority selection.

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7. The Amalgamated Meat Cutters and Butcher Workmen of North America, Local P-280, Edmonton and Palm Dairies Limited, Edmonton.

UNIT: "All employees except office workers, office salesmen, engineers, department foremen, female help, temporary help and head supervisors."

Received April 19, 1973
Refused July 3, 1973 — Not a majority selection.

* * * * * *

8. The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 496, Calgary and Sorbahc Plumbing Limited, Calgary.

UNIT: "Plumbers, steamfitters, welders, and apprentices."

Received May 15, 1973
Refused August 2, 1973 — Applicant requested that application be withdrawn.

* * * * * *

9. The Alberta Certified Nursing Aide Association, Edmonton and Wetaskiwin - Leduc Auxiliary Hospital and Nursing Home, Wetaskiwin.

UNIT: "All employees when employed as Nursing Aides."

Received May 7, 1973
Refused August 2, 1973 — The trade union is presently certified for a unit of employees which includes employees covered by this application.

* * * * * *

10. The Graphic Arts International Union, Local 503, Calgary and Western Printing and Lithographers Company Limited, (Smith Grant Mann), Calgary.

UNIT: "All production employees except those in the composing room."

Received May 31, 1973
Refused August 1, 1973 — Unit not appropriate for collective bargaining.

* * * * * *

11. The Health Sciences Association of Alberta, Edmonton and Drumheller General Hospital, District No. 3, Drumheller.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians,E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of the Drumheller General Hospital, Riverside Drive, Drumheller, Alberta, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Received June 25, 1973
Refused August 16, 1973 — Not a majority selection.

* * * * * *

12. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Procor Limited, Oakville, Ontario.

UNIT: "All Boilermakers, Boilermaker Welders, Blacksmiths, Boilermaker Fitters, Boilermaker Riggers and Boilermaker Helpers engaged in field construction, erection, rigging, field fabrication, steel plate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the Union in the Province of Alberta, but excluding time keepers, engineers, field office employees, clerical workers, those above the rank of foreman and employees engaged in fabrication work in the employer's shop or plant."

Received July 10, 1973
Refused August 17, 1973 — No employees in unit.

* * * * * *

13. The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604 and Moore Printing Company Limited, Edmonton.

UNIT: "All production employees of the company at its plant located at Basement, McLeod Building, 10136 - 100 Street, Edmonton, excluding managerial employees, office employees, salesmen and those employed in a confidential capacity in matters relating to labour relations."

Received April 12, 1973
Refused September 11, 1973 — Not a majority selection.

* * * * * *

14. The International Association of Heat and Frost Insulators and Asbestos Workers, Local 126, Calgary and Fluor Canada Limited, Calgary.

UNIT: "All journeymen insulator mechanics, insulation improvers, apprentices, sub-foremen and foremen."

Received July 27, 1973
Refused August 28, 1973 — Applicant requested application be withdrawn.

* * * * * *

15. The International Association of Heat and Frost Insulators and Asbestos Workers, Local 126, Calgary and Reo Insulation and Metal Services, Calgary.

UNIT: "All journeymen insulator mechanics, insulation improvers, apprentices, sub-foremen and foremen."

Received July 27, 1973
Refused August 28, 1973 — Applicant requested application be withdrawn.

* * * * * *

16. The International Association of Heat and Frost Insulators and Asbestos Workers, Local 126, Calgary and Doug Forrest and Associates Limited, Calgary.

UNIT: "All journeymen insulator mechanics, insulation improvers, apprentices, sub-foremen and foremen."

Received July 27, 1973
Refused August 28, 1973 — Applicant requested application be withdrawn.

* * * * * *

17. The Retail Clerks International Association, Local 401, Edmonton, and Soo-Security Motorways Limited, Edmonton.

UNIT: "All employees of the employer employed in the office in the Greater Edmonton area except office manager, supervisors with the right to hire and fire, confidential secretary with knowledge of labour relations and accountant."

Received August 3, 1973
Refused September 24, 1973 — Board does not have jurisdiction to consider application.

* * * * * *

18. The United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 and 2103, Calgary and Leswill Construction Limited, Calgary.

UNIT: "Carpenter Foreman, Journeyman Carpenter and Carpenter Apprentice."

Received August 29, 1973
Refused October 1, 1973 — Not a majority selection

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19. The Graphic Arts International Union, Local 188-B, Edmonton and Jasper Printing Limited, Edmonton.

UNIT: "All employees engaged in Bindery work."

Received May 3, 1973
Refused September 25, 1973 Application barred by certificate no. 159-73.

* * * * * *

20. The Health Sciences Association of Alberta, Edmonton and The University of Alberta Hospital, Edmonton.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at or out of The University of Alberta Hospital, 84th Avenue and 112th Street, Edmonton, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Received December 5, 1972
Refused September 28, 1973 Employer not under jurisdiction of Alberta Labour Act.

* * * * * *

21. The International Woodworkers of America, Local 1-207, Edmonton and Revelstoke Building Materials Limited, Harlech.

UNIT: "All employees employed by the company in and in connection with the company's sawmill and logging operation at Harlech, Alberta, excluding office staff, foremen with the right to hire and fire, and those above that rank."

Received September 12, 1973
Refused September 12, 1973 No such employer entity.

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## APPLICATION FOR REVOCATION

## I S S U E D

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. The United Brotherhood of Carpenters and Joiners of America, Local Union 2410, Red Deer and Timcon Construction Limited, St. Albert.

| | |
|---|---|
| UNIT: | "Carpenters, carpenter apprentices and carpenter foremen." |
| Certificate Number: | 9 - 73 |
| Date of Application: | May 28, 1973 |
| Date Granted: | July 5, 1973 |

* * * * * *

2. The Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton and Cara Operations Limited, Nisku.

| | |
|---|---|
| UNIT: | "All employees of Cara Operations Limited, Airline Service Division, working at or out of the flight kitchen at the International Airport, Nisku, save and except department heads and other supervisory personnel, those above the rank of supervisors, office staff and students employed during the school vacation period." |
| Certificate Number: | 10 - 73 |
| Date of Application: | May 17, 1973 |
| Date Granted: | July 16, 1973 |

* * * * * *

3. The Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton and King Edward Hotel of Edmonton Limited, Edmonton.

| | |
|---|---|
| UNIT: | "All employees that work in the Beverage Room (Tavern) such as tapmen, supervisors, waiters and waitresses, excluding general manager, assistant manager and bar manager, who have the right to hire and fire." |
| Certificate Number: | 11 - 73 |
| Date of Application: | July 10, 1973 |
| Date Granted: | September 7, 1973 |

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## APPLICATION FOR REVOCATION

## R E F U S E D

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. The Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton and Cara Operations Ltd., Nisku.

   Received May 17, 1973
   Refused July 17, 1973 — Not a majority selection.

* * * * * *

2. The Graphic Arts International Union, Local 503, Calgary and Continuous Forms (Alberta) Ltd., Calgary.

   Received June 21, 1973
   Refused July 31, 1973 — Not a majority selection.

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## APPLICATION FOR VARIANCE OF CERTIFICATE

## G R A N T E D

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. The International Woodworkers of America, Local 1-206, Blairmore and Bendix Home Systems Incorporated, Lethbridge.

   Varied Name of Employer:

   FROM: Boise Cascade Home and Land Limited, Lethbridge.

   TO: Bendix Home Systems Incorporated, Lethbridge.

   Certificate Number: 99 - 66, varied as to name of employer.

* * * * * *

2. The Building, Construction and General Labourers' Local Union No. 92, Edmonton and Atco Structures Limited, Calgary.

   Varied Name of Employer:

   FROM: Atco (Western) Limited, Calgary.

   TO: Atco Structures Limited, Calgary.

   Certificate Number: 40 - 71, varied as to name of employer.

* * * * * *

3. The Operative Plasterers and Cement Masons International Association, Local No. 372, Edmonton and Vacon Plastering Limited, Edmonton.

   Varied Name of Employer:

   FROM: C. Vaage, Edmonton.

   TO: Vacon Plastering Limited, Edmonton.

   Certificate Number: 36 - 54, varied as to name of employer.

* * * * * *

4. The Lethbridge Construction Workers Association, Local No. 65, Lethbridge and Getkate Construction Limited, Lethbridge.

   Varied Name of Employer:

   FROM: Getkate Masonry Construction Limited, Lethbridge.

   TO: Getkate Construction Limited, Lethbridge.

   Certificate Number: 65 - 68, varied as to name of employer.

* * * * * *

5. The United Steelworkers of America, Local 5885, Edmonton and Russelsteel (Alberta) Limited, Hector Steel Division, Edmonton.

Varied Name of Employer:

FROM: Hector Steel Industries Limited, Edmonton.

TO: Russelsteel (Alberta) Limited, Hector Steel Division, Edmonton.

Certificate Number: 33 - 66, varied as to name of employer.

* * * * * *

6. The United Cement, Lime and Gypsum Workers International Union, Local 513, Edmonton and Truroc Gypsum Products Limited, Edmonton.

Varied Name of Employer:

FROM: BACM Limited, Truroc Gypsum Products Division, Edmonton.

TO: Truroc Gypsum Products Limited, Edmonton.

Certificate Number: 77 - 70, varied as to name of employer.

* * * * * *

7. The International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Supercrete (Alberta) Limited, Stoy Concrete Products Division, Calgary.

Varied Name of Employer:

FROM: Precast Erection Limited, Calgary.

TO: Supercrete (Alberta) Limited, Stoy Concrete Products Division, Calgary.

Certificate Number: 124 - 68, varied as to name of employer.

* * * * * *

8. The International Woodworkers of America, Local 1-206, Blairmore and Bendix Home Systems Limited, Lethbridge.

Varied Name of Employer:

FROM: Bendix Home Systems Incorporated, Lethbridge.

TO: Bendix Home Systems Limited, Lethbridge.

Certificate Number: 99 - 66, varied as to name of employer.

* * * * * *

9. The Calgary Printing Pressmen and Assistants Union No. 201, Calgary and Smith Grant Mann Alberta Limited, Calgary.

Varied Name of Employer:

FROM: Western Printing and Lithographing Co. Ltd., Calgary.

TO: Smith Grant Mann Alberta Limited, Calgary.

Certificate Number: 30 - 69, varied as to name of employer.

* * * * * *

## APPLICATION FOR REGISTRATION OF AN EMPLOYER'S ORGANIZATION

## AS THE AGENT FOR COLLECTIVE BARGAINING

## G R A N T E D

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. The Pipe Line Contractors Association of Canada, Edmonton and International Union of Operating Engineers, Local 955, Edmonton.

   Description of trade jurisdiction:

   "The construction, installation, treating and reconditioning of all pipelines transporting gas, oil or similar materials, liquids, slurries or solids and underground and marine cable".

   Territory:

   "Province of Alberta".

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## UNFAIR LABOUR PRACTICES

## SECTION 87

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. COMPLAINT BY:
   Laurie Stilwel, Edmonton and Wanda St. Laurent, Edmonton.

   AFFECTING:
   Alberta Blue Cross Plan, Edmonton.

   Alleging:
   "that Alberta Blue Cross Plan is committing unfair labour practices prohibited by section 87 of The Alberta Labour Act".

   Settled by the parties August 24, 1973.

* * * * * *

2. COMPLAINT BY:
   Calvin Short, Edmonton.

   AFFECTING:
   Bruno Schultz and International Union of Elevator Constructors, Edmonton.

   Alleging:
   "that sections 84 (i) (c) (i), section 84 (3), section 84 (6) and section 84 (12) (a) of the Act have been contravened".

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## THE ALBERTA LABOUR ACT

## DISPUTES PENDING AT CONCILIATION

## OFFICER STAGE AS AT JULY 1, 1973

| DISPUTE NUMBER | DISPUTE NUMBER | DISPUTE NUMBER | DISPUTE NUMBER | DISPUTE NUMBER |
|---|---|---|---|---|
| A-169-72 | A-175-73 | A-203-73 | A-231-73 | A-258-73 |
| A- 92-73 | A-176-73 | A-204-73 | A-232-73 | A-259-73 |
| A-100-73 | A-177-73 | A-205-73 | A-233-73 | A-260-73 |
| A-108-73 | A-178-73 | A-206-73 | A-234-73 | A-261-73 |
| A-118-73 | A-179-73 | A-207-73 | A-235-73 | A-262-73 |
| A-119-73 | A-180-73 | A-208-73 | A-236-73 | A-263-73 |
| A-151-73 | A-181-73 | A-209-73 | A-237-73 | A-264-73 |
| A-153-73 | A-182-73 | A-210-73 | A-238-73 | A-265-73 |
| A-155-73 | A-183-73 | A-211-73 | A-239-73 | A-266-73 |
| A-156-73 | A-184-73 | A-212-73 | A-240-73 | A-267-73 |
| A-157-73 | A-185-73 | A-213-73 | A-241-73 | A-268-73 |
| A-158-73 | A-186-73 | A-214-73 | A-242-73 | A-269-73 |
| A-159-73 | A-187-73 | A-215-73 | A-243-73 | A-270-73 |
| A-160-73 | A-188-73 | A-216-73 | A-244-73 | A-271-73 |
| A-161-73 | A-189-73 | A-217-73 | A-245-73 | A-272-73 |
| A-162-73 | A-190-73 | A-218-73 | A-246-73 | A-273-73 |
| A-163-73 | A-191-73 | A-219-73 | A-247-73 | A-274-73 |
| A-164-73 | A-192-73 | A-220-73 | A-248-73 | A-275-73 |
| A-165-73 | A-193-73 | A-221-73 | A-249-73 | A-276-73 |
| A-166-73 | A-194-73 | A-222-73 | A-250-73 | A-277-73 |
| A-167-73 | A-195-73 | A-223-73 | A-251-73 | A-278-73 |
| A-168-73 | A-196-73 | A-224-73 | A-252-73 | A-279-73 |
| A-169-73 | A-197-73 | A-225-73 | A-253-73 | A-280-73 |
| A-170-73 | A-198-73 | A-226-73 | A-254-73 | A-281-73 |
| A-171-73 | A-199-73 | A-227-73 | A-255-73 | A-282-73 |
| A-172-73 | A-200-73 | A-228-73 | A-256-73 | A-283-73 |
| A-173-73 | A-201-73 | A-229-73 | A-257-73 | A-284-73 |
| A-174-73 | A-202-73 | A-230-73 | | |

NOTE: Disputes are numbered in the order in which they are received, starting January 1 of each year. Full details of each dispute are given in the Quarter in which it arises and only the Dispute Number is shown thereafter until it is settled or reaches some other stage of bargaining.

Dispute Number by Quarter:
First Quarter - A-1-73 to A-107-73
Second Quarter - A-108-73 to A-284-73
Third Quarter - A-285-73 to A-334-73

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## APPOINTMENT OF CONCILIATION OFFICER

## TO DISPUTES ARISING DURING THE PERIOD

## JULY 1, 1973 TO SEPTEMBER 30, 1973

| | DISPUTE | CONCILIATOR |
|---|---|---|
| 1. | A-285-73<br>The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Plastex Extruders Ltd., Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 2. | A-286-73<br>The Retail Clerks Union, Local 397, Calgary and O.K. Economy Stores Limited, Medicine Hat. | L.Y. TAYLOR |
| | * * * * * * | |
| 3. | A-287-73<br>The Health Sciences Association of Alberta, Edmonton and Lethbridge Municipal Hospital, Lethbridge. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 4. | A-288-73<br>The Health Sciences Association of Alberta, Edmonton and Rockyview Hospital, Calgary. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 5. | A-289-73<br>The Health Sciences Association of Alberta, Edmonton and St. Michael's Hospital, Lethbridge. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 6. | A-290-73<br>The Health Sciences Association of Alberta, Edmonton and Royal Alexandra Hospital, Edmonton. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 7. | A-291-73<br>The Health Sciences Association of Alberta, Edmonton and Calgary General Hospital, Calgary. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 8. | A-292-73<br>The Health Sciences Association of Alberta, Edmonton and Wainwright General Hospital, District No. 17, Wainwright. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 9. | A-293-73<br>The Health Sciences Association of Alberta, Edmonton and Medicine Hat General Hospital, Medicine Hat. | C.T.A. HUTCHINGS |
| | * * * * * * | |

| | DISPUTE | CONCILIATOR |
|---|---|---|
| 10. | A-294-73<br>The Health Sciences Association of Alberta, Edmonton and Grande Prairie Municipal Hospital, Grande Prairie. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 11. | A-295-73<br>The Health Sciences Association of Alberta, Edmonton and Red Deer Municipal Hospital, District No. 15, Red Deer. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 12. | A-296-73<br>The Health Sciences Association of Alberta, Edmonton and Claresholm General Hospital, District No. 24, Claresholm. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 13. | A-297-73<br>The Health Sciences Association of Alberta, Edmonton and Holy Cross Hospital, Calgary. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 14. | A-298-73<br>The Health Sciences Association of Alberta, Edmonton and Foothills Provincial General Hospital, Calgary. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 15. | A-299-73<br>The Graphic Arts International Union, Local 503, Calgary and Smith Grant Mann Alberta Limited, Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 16. | A-300-73<br>The Graphic Arts International Union, Local 503, Calgary and Alcraft Printing Company Limited, Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 17. | A-301-73<br>The Graphic Arts International Union, Local 503, Calgary and A/C Photoengraving Limited, Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 18. | A-302-73<br>The Oil, Chemical and Atomic Workers International Union, Local 9-728, Edmonton and Fiberglass (Canada) Limited, Edmonton. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 19. | A-303-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Art Laboratory Furniture Ltd., Montreal. | L.Y. TAYLOR |
| | * * * * * * | |

| | DISPUTE | CONCILIATOR |
|---|---|---|
| 20. | A-304-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Fuller Austin of Canada, Edmonton. | L.Y. TAYLOR |
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| 21. | A-305-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Dominion Bridge Co., Ltd., Edmonton. | L.Y. TAYLOR |
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| 22. | A-306-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge and Commonwealth Construction Co. Ltd., Calgary. | L.Y. TAYLOR |
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| 23. | A-307-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Stearns-Roger of Canada Ltd., Calgary. | L.Y. TAYLOR |
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| 24. | A-308-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Plains Dresser Ltd., Calgary. | L.Y. TAYLOR |
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| 25. | A-309-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Bird Construction Co. Ltd., Edmonton. | L.Y. TAYLOR |
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| 26. | A-310-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Superior Components Ltd., Calgary. | L.Y. TAYLOR |
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| 27. | A-311-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and The Ralph M. Parsons Company, Los Angeles, California. | L.Y. TAYLOR |
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| 28. | A-312-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Atco Industries Ltd., Calgary. | L.Y. TAYLOR |
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| 29. | A-313-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Franz Patella Contracting Ltd., Calgary. | L.Y. TAYLOR |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 30. | A-314-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Nor-Don Contracting Services Ltd., Edmonton. | L.Y. TAYLOR |
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| 31. | A-315-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Mon-Max Services Ltd., Calgary. | L.Y. TAYLOR |
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| 32. | A-316-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Delta Projects Limited, Calgary. | L.Y. TAYLOR |
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| 33. | A-317-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Fuller Austin of Canada Ltd., Calgary. | L.Y. TAYLOR |
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| 34. | A-318-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and McMurray Store Fixtures Ltd., Edmonton. | L.Y. TAYLOR |
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| 35. | A-319-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Delta Projects Limited, Calgary. | L.Y. TAYLOR |
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| 36. | A-320-73<br>The Alberta Projectionists Local Union 302 of The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States of America and Odeon Midwestern Limited, Edmonton. | J.H. PETERS |
| | * * * * * * | |
| 37. | A-321-73<br>The International Molders and Allied Workers Union, Local 360, Calgary and Sovereign Castings Ltd., Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 38. | A-322-73<br>The Sheet Metal Workers International Association, Local 271, Edmonton and Steel-Craft Door Products Ltd., Edmonton. | J.H. PETERS |
| | * * * * * * | |
| 39. | A-323-73<br>The Amalgamated Meat Cutters and Butcher Workmen of North America, Meat Cutters, Local 312, Edmonton and F.G. Bradley Co. Ltd., Edmonton. | C.T.A. HUTCHING |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 40. | A-324-73<br>The International Alliance of Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 302 and Studio 82, Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 41. | A-325-73<br>The International Association of Machinists and Aerospace Workers, Local Lodge 1722, Edmonton and International Harvestor Co. of Canada Ltd., Edmonton. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 42. | A-326-73<br>The Amalgamated Transit Union, Local 569, Edmonton and City of Edmonton, Edmonton. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 43. | A-327-73<br>The General Teamsters Local Union No. 362, Calgary and Dispose-All Services (Calgary) Ltd., Calgary. | W.M. PANGRASS |
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| 44. | A-328-73<br>The Alberta Certified Nursing Aide Association, Edmonton and Misericordia Hospital, Edmonton. | T.T. GROTHEN |
| | * * * * * * | |
| 45. | A-329-73<br>The Texaco Canada Limited Edmonton Works Employees Association and Texaco Canada Limited, Edmonton. | T.T. GROTHEN |
| | * * * * * * | |
| 46. | A-330-73<br>The Canadian Union of Public Employees, Local 1099, St. Albert and St. Albert Protestant Separate School District No. 6, St. Albert. | J.H. PETERS |
| | * * * * * * | |
| 47. | A-331-73<br>The International Union of United Automobile, Agricultural Implement Workers of America (U.A.W.), Local 1227, Calgary and International Harvestor Company of Canada Ltd., Calgary. | L.Y. TAYLOR |
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| 48. | A-332-73<br>The Retail, Wholesale and Department Store Union, Local 980, Calgary and Weston Bakeries Limited, Edmonton. | C.T.A. HUTCHINGS |
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| DISPUTE | CONCILIATOR |
|---|---|
| 49. A-333-73<br>The Retail, Wholesale and Department Store Union, Local 980, Calgary and Weston Bakeries Limited, Calgary. | C.T.A. HUTCHINGS |

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| 50. A-334-73<br>The Retail Clerks International Association, Local 397, Calgary and Pay 'N' Save Drugs Ltd., Calgary. | W.M. PANGRASS |

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## SYNOPSIS OF DISPUTES SETTLED

## AT CONCILIATION OFFICER STAGE

## JULY 1, 1973 TO SEPTEMBER 30, 1973

| DISPUTE | CONCILIATOR |
|---|---|
| 1. A-100-73<br>The Graphic Arts International Union, Local 503, Calgary and The Albertan (A Division of F.P. Publications Ltd.), Calgary. | I.J. FLYNN |

BASIS OF SETTLEMENT:

1. Wages:

| Previous | Retroactive Jan. 1-June 30/73 |
|---|---|
| $4.80 | $5.00 |

| July 1/73 | March 1/74 | November 1/74 |
|---|---|---|
| $5.25 | $5.60 | $5.80 |

Night Shift Rate -- 25¢ above day shift rate per hour.
Lobster Shift Rate -- 35¢ per hour above day shift rate per hour.

2. Vacation Pay:
Effective 1973 -- 3 weeks after 6 years; 4 weeks after 17 years.
Effective 1974 -- 3 weeks after 5 years.

3. Miscellaneous:
Some language changes.

4. Term of Agreement:
2 years -- to December 31, 1974.

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|---|---|
| 2. A-158-73<br>The Canadian Union of Public Employees, Local 1419, Edmonton and Grande Prairie Health Unit #20, Grande Prairie. | T.T. GROTHEN |

BASIS OF SETTLEMENT:

1. Wages:
All classifications to receive an across the board increase of nine and one half (9 1/2%) per cent effective April 1, 1973.

DISPUTE — CONCILIATOR

2. Hours of Work:
Overtime - All time worked on Statutory Holidays to be reimbursed at double (2) time.

3. Term of Agreement:
April 1, 1973 -- March 31, 1974.

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3. A-280-73
The Canadian Union of Public Employees, Local 936 (Engineers and Maintenance Unit), Calgary and Metro-Calgary and Rural General Hospital District No. 936, Board of Trustees for the Holy Cross Hospital, Calgary. — W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

| PER MONTH: | Previous | Apr. 1/73 | Oct. 1/73 |
|---|---|---|---|
| HIGH | $957.00 | $1030.00 | $1085.00 |
| LOW | 633.00 | 666.00 | 696.00 |

2. Miscellaneous:

SICK LEAVE - Article 17(2) Change "ninety (90) days" to read "one hundred and twenty (120) days".

3. Term of Agreement:
April 1, 1973 -- March 31, 1974.

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4. A-299-73
The Graphic Arts International Union, Local No. 503, Calgary and Smith Grant Mann Alberta Limited, Calgary. — I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

| | Old Rate | | Aug. 15/73 | | May 15/74 | | Feb. 14/75 |
|---|---|---|---|---|---|---|---|
| LOW | $1.93 | + 55¢ | $2.48 | + 40¢ | $2.88 | + 14¢ | $3.02 |
| HIGH | $5.11 | + 55¢ | $5.66 | + 40¢ | $6.06 | + 14¢ | $6.20 |

Bonus Signing: 6 weeks - 50¢ an hour.

NIGHT RATE: 75¢ per hour effective Aug. 15/73.

2. Term of Agreement:
May 13, 1973 -- May 14, 1975.

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5. A-300-73
The Graphic Arts International Union, Local No. 503, Calgary and Alcraft Printing Company Limited, Calgary. — I.J. FLYNN

DISPUTE CONCILIATO

BASIS OF SETTLEMENT:

1. Wages:

| | Old Rate | | Aug. 15/73 | | May 15/74 | | Feb. 14/75 |
|---|---|---|---|---|---|---|---|
| LOW | $1.93 | + 55¢ | $2.48 | + 40¢ | $2.88 | + 14¢ | $3.02 |
| HIGH | $5.11 | + 55¢ | $5.66 | + 40¢ | $6.06 | + 14¢ | $6.20 |

Bonus Signing: 6 weeks - 50¢ an hour.

2. Term of Agreement:
May 13, 1973 -- May 14, 1975.

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6. A-301-73
The Graphic Arts International Union, Local No. 503, Calgary and A/C Photoengraving Limited, Calgary. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

| | Old Rate | | Aug. 15/73 | | May 15/74 | | Feb. 14/75 |
|---|---|---|---|---|---|---|---|
| LOW | $1.93 | + 55¢ | $2.48 | + 40¢ | $2.88 | + 14¢ | $3.02 |
| HIGH | $5.11 | + 55¢ | $5.66 | + 40¢ | $6.06 | + 14¢ | $6.20 |

Bonus Signing: 6 weeks - 50¢ an hour.

NIGHT RATE: 75¢ per hour effective Aug. 15/73.

2. Term of Agreement:
May 13, 1973 -- May 14, 1975.

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7. A-320-73
The Alberta Projectionists Local Union 302 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States of America and Odeon Midwestern Limited, Edmonton. J.H. PETERS

BASIS OF SETTLEMENT:

1. Wages:
Across the board increases-
Effective March 22/73 - 9%
Effective March 22/74 - 8%

2. Vacation Pay:
Three (3) weeks after Five (5) years
Four (4) weeks after Fifteen (15) years
Five (5) weeks after Twenty Five (25) years

3. Hours of Work:
All contract time worked at straight time rates.
Double time for Sunday work which exceeds contract time.

DISPUTE — CONCILIATOR

4. Term of Agreement:
March 22, 1973 -- March 21, 1975.

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8. A-321-73
The International Molders and Allied Workers Union, Local 360, Calgary and Sovereign Castings Limited, Calgary. — I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

| | Old Rate | Oct. 1/73 | Apr. 15/74 | Apr. 15/74 |
|---|---|---|---|---|
| LOW | $3.48 | across-the-board increase of 20¢ per hour | across-the-board increase of 10% | an increase of 3% for "piece workers" |
| HIGH | $4.28 | | | |

2. Vacation Pay:
Effective April 15, 1974 - 3 weeks after 6 yrs. (6% of gross earnings)
4 weeks after 15 yrs. (8% of gross earnings)

3. Hours of Work:
Overtime - First 3 hours: one and one-half times
4 hours and over: double time
Saturday work - first 8 hours: one and one-half times
- hours over 8 hours: double time
Sunday work - double time
Stat. Holiday - one and one-half times

SHIFT PREMIUM: 17¢ per hour.

4. Miscellaneous:

MEDICAL & GROUP INSURANCE
Weekly indemnity - $96.00 per week
Group Insurance - 50/50 basis
Medicare - 50/50 basis

5. Term of Agreement:
April 15, 1973 -- April 14, 1975.

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## DISPUTES REFERRED

## TO A CONCILIATION BOARD

## JULY 1, 1973 TO SEPTEMBER 30, 1973

| | DISPUTE | CONCILIATOR |
|---|---|---|
| 1. | A-118-73<br>The International Brotherhood of Electrical Workers, Local 1007 (Electrical Utility), Edmonton and City of Edmonton, Edmonton. | T.T. GROTHEN |
| | * * * * * * | |
| 2. | A-153-73<br>The Registered Staff Nurses Association of the Misericordia Hospital, Edmonton and Misericordia Hospital, Edmonton. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 3. | A-155-73<br>The Canadian Union of Public Employees, Local 763, Edmonton and Board of Trustees, Edmonton Roman Catholic Separate School District No. 7, Edmonton. | J.H. PETERS |
| | * * * * * * | |
| 4. | A-159-73<br>The Civic Service Union, Local 52, Canadian Union of Public Employees, Edmonton and The City of Edmonton, Edmonton. | T.T. GROTHEN |
| | * * * * * * | |
| 5. | A-160-73<br>The Civic Service Union, Local 52, Canadian Union of Public Employees, Edmonton and The City of Edmonton, Local Board of Health, Edmonton. | J.H. PETERS |
| | * * * * * * | |
| 6. | A-161-73<br>The Civic Service Union, Local 52, Canadian Union of Public Employees, Edmonton and The City of Edmonton Public Library Board, Edmonton. | J.H. PETERS |
| | * * * * * * | |
| 7. | A-163-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Combustion Engineering Super Heater Ltd., Montreal. | T.T. GROTHEN |
| | * * * * * * | |
| 8. | A-164-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Nor-Don Contracting Services Ltd., Edmonton. | T.T. GROTHEN |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 9. | A-165-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Brown and Root Ltd., Edmonton. | T.T. GROTHEN |
| | * * * * * * | |
| 10. | A-166-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Bain Insulation Co. Ltd., Edmonton. | T.T. GROTHEN |
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| 11. | A-167-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Fuller Austin of Canada Ltd., Edmonton. | T.T. GROTHEN |
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| 12. | A-168-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Delco Sheet Metal Ltd., Edmonton. | T.T. GROTHEN |
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| 13. | A-169-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Midway Insulation Co. Ltd., Edmonton. | T.T. GROTHEN |
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| 14. | A-170-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and B & C Coverings Ltd., Edmonton. | T.T. GROTHEN |
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| 15. | A-171-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Asbestos Coverings (1964) Ltd., Edmonton. | T.T. GROTHEN |
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| 16. | A-172-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and J. K. Campbell and Associates Limited, Edmonton. | T.T. GROTHEN |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 17. | A-173-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Asbestos Industries of Alberta Ltd., Edmonton. | T.T. GROTHEN |
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| 18. | A-174-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Catalytic Enterprises Limited, Sarnia, Ontario. | T.T. GROTHEN |
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| 19. | A-175-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and George Money & Son Limited, Edmonton. | T.T. GROTHEN |
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| 20. | A-176-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Crosstown Heating and Ventilating Ltd., Edmonton. | T.T. GROTHEN |
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| 21. | A-177-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and R. H. Albert & Co. Ltd., Edmonton. | T.T. GROTHEN |
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| 22. | A-178-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Brytex Metal & Covering Ltd., Edmonton. | T.T. GROTHEN |
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| 23. | A-179-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Fish International Canada Limited, Calgary. | T.T. GROTHEN |
| | * * * * * * | |
| 24. | A-180-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Mastro Insulators Ltd., Edmonton. | T.T. GROTHEN |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 25. | A-181-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Almac Metal Industries Ltd., Edmonton. | T.T. GROTHEN |
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| 26. | A-182-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Armstrong Contractors, Calgary. | T.T. GROTHEN |
| | * * * * * * | |
| 27. | A-183-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Star Insulation Co. Ltd., Edmonton. | T.T. GROTHEN |
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| 28. | A-281-73<br>The Canadian Union of Public Employees, Local 30, Edmonton and The City of Edmonton, Edmonton. | C.T.A. HUTCHINGS |
| | * * * * * * | |
| 29. | A-322-73<br>The Sheet Metal Workers International Association, Local 271, Edmonton and Steel-Craft Door Products Ltd., Edmonton. | J.H. PETERS |
| | * * * * * * | |

## DISPUTES CANCELLED

## AT CONCILIATION OFFICER STAGE

## JULY 1, 1973 TO SEPTEMBER 30, 1973

| | DISPUTE | CONCILIATOR |
|---|---|---|
| 1. | A-169-72<br>The International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 250 and Uncle Ben's Tartan Breweries of Alberta Ltd., Red Deer. | H.J.H. LIBKE |
| | * * * * * * | |
| 2. | A-234-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Alta West Construction Ltd., Edmonton. | L.Y. TAYLOR |
| | * * * * * * | |
| 3. | A-279-73<br>The Beverage Dispensers' International Union, Local No. 265, Calgary and Calgary Inn Ltd. (Owl's Nest Cocktail and Dining Lounge), Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 4. | A-282-73<br>The Building Construction and General Labourers, Local Union No. 92, Edmonton and Alta Masonry Construction Ltd., Edmonton. | C.T.A. HUTCHING |
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## UNSUCCESSFUL RECOMMENDATIONS*

## UNDER SECTION 91 (1) (b) **

## JULY 1, 1973 TO SEPTEMBER 30, 1973

| | DISPUTE | CONCILIATOR |
|---|---|---|
| 1. | A-92-73<br>The Construction and General Workers, Local 1111, Calgary and Borger Utility Contractors Ltd., Calgary. | W.M. PANGRASS |
| | * * * * * * | |
| 2. | A-108-73<br>The Canadian Union of Public Employees, Local 1005 and Blunts Kenwood Nursing Home, Calgary. | W.M. PANGRASS |
| | * * * * * * | |
| 3. | A-119-73<br>The International Brotherhood of Electrical Workers, Local 1007, (Telephone Unit) Edmonton and City of Edmonton, Edmonton. | T.T. GROTHEN |
| | * * * * * * | |
| 4. | A-156-73<br>The Oil, Chemical and Atomic Workers International Union, Local 9-664, Duvernay and Celanese Canada Limited, Two Hills. | J.H. PETERS |
| | * * * * * * | |
| 5. | A-157-73<br>The Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton and Liquid Carbonic Canada Ltd.-Ltee., Edmonton. | T.T. GROTHEN |
| | * * * * * * | |
| 6. | A-162-73<br>The International Chemical Workers, Union Local 460, Calgary and Canadian Industries Limited, Calgary. | I.J. FLYNN |
| | * * * * * * | |
| 7. | A-185-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Larwill Construction Co. Ltd., Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 8. | A-186-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Watson Construction Limited, Calgary. | L.Y. TAYLOR |
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* Successful Recommendations are included with Settlements of Disputes at the Conciliation Officer Stage.

** Pursuant to Section 91 (1) (b) of The Alberta Labour Act the Conciliation Commissioner recommends that his Recommendation shall take the place of, and have the same effect as, an award of a Conciliation Board.

| | DISPUTE | CONCILIATOR |
|---|---|---|
| 9. | A-187-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and A.V. Carlson Construction Ltd., Edmonton. | L.Y. TAYLOR |
| | * * * * * * | |
| 10. | A-188-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Smith Brothers and Wilson Ltd., Edmonton. | L.Y. TAYLOR |
| | * * * * * * | |
| 11. | A-189-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Prestige Builders Ltd., Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 12. | A-192-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Bayker Construction Ltd., Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 13. | A-193-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Cana Construction Co. Ltd., Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 14. | A-194-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Cascade Builders Ltd., Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 15. | A-196-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Oland Construction Co. Ltd., Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 16. | A-197-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Poole Construction Limited, Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 17. | A-198-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and McTavish, McKay and Company Limited, Calgary. | L.Y. TAYLOR |
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| 18. | A-200-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Hashman Construction Limited, Calgary. | L.Y. TAYLOR |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 19. | A-201-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Foundation Co. of Canada Ltd., Calgary. | L.Y. TAYLOR |

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|---|---|---|
| 20. | A-205-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Dominion Construction Company Limited, Calgary. | L.Y. TAYLOR |

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|---|---|---|
| 21. | A-207-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Trident Construction Limited, Calgary. | L.Y. TAYLOR |

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|---|---|---|
| 22. | A-210-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Hashman Construction Ltd., Edmonton. | L.Y. TAYLOR |

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|---|---|---|
| 23. | A-213-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Aiton Pipe Work and Process Plant Ltd., Edmonton. | L.Y. TAYLOR |

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|---|---|---|
| 24. | A-214-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Creative Interior and Construction Co. Ltd., Edmonton. | L.Y. TAYLOR |

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|---|---|---|
| 25. | A-216-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and B. Guthrie Engineering Co. Ltd., Edmonton. | L.Y. TAYLOR |

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| 26. | A-217-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and A.D. Ross & Company Ltd., Edmonton. | L.Y. TAYLOR |

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| 27. | A-218-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and R. Vollan (Alta) Ltd., Edmonton. | L.Y. TAYLOR |

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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 28. | A-219-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Stuart Olson Construction Ltd., Edmonton. | L.Y. TAYLOR |
| | * * * * * * | |
| 29. | A-220-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Poole Construction Company Ltd., Edmonton. | L.Y. TAYLOR |
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| 30. | A-221-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Alta-West Construction Ltd., Edmonton. | L.Y. TAYLOR |
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| 31. | A-222-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Casault Engineering Ltd., Edmonton. | L.Y. TAYLOR |
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| 32. | A-223-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Smith Bros. & Wilson Ltd., Edmonton. | L.Y. TAYLOR |
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| 33. | A-225-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Bird Construction Co. Limited, Edmonton. | L.Y. TAYLOR |
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| 34. | A-226-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and C.F. Braun & Company of Canada Ltd., Edmonton. | L.Y. TAYLOR |
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| 35. | A-227-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Canadian Bechtel Limited, Edmonton. | L.Y. TAYLOR |
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| 36. | A-228-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Brown & Root Ltd., Edmonton. | L.Y. TAYLOR |
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| 37. | A-230-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and A. V. Carlson Construction Ltd., Edmonton. | L.Y. TAYLOR |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 38. | A-231-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Cana Construction Co. Ltd., Edmonton. | L.Y. TAYLOR |
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| 39. | A-232-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Cascade Builders Limited, Calgary. | L.Y. TAYLOR |
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| 40. | A-233-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Dominion Construction Company Limited, Edmonton. | L.Y. TAYLOR |
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| 41. | A-236-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Commonwealth Construction Company Limited, Edmonton. | L.Y. TAYLOR |
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| 42. | A-237-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge and Bird Construction Co. Ltd., Calgary. | L.Y. TAYLOR |
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| 43. | A-238-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge and Glen Little Construction Ltd., Lethbridge. | L.Y. TAYLOR |
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| 44. | A-239-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer and Cana Construction Co. Ltd., Calgary. | L.Y. TAYLOR |
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| 45. | A-242-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer and W.R. Sandquist Construction Ltd., Red Deer. | L.Y. TAYLOR |
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| 46. | A-244-73<br>The Canadian Union of Public Employees, Local 1335, Edmonton and Sturgeon General Hospital, St. Albert. | W.M. PANGRASS |
| | * * * * * * | |
| 47. | A-285-73<br>The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Plastex Extruders Ltd., Calgary. | I.J. FLYNN |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 48. | A-286-73<br>The Retail Clerks Union, Local 397, Calgary and O.K. Economy Stores Limited, Medicine Hat. | L.Y. TAYLOR |
| | * * * * * * | |
| 49. | A-302-73<br>The Oil, Chemical and Atomic Workers International Union, Local 9-728, Edmonton and Fiberglass (Canada) Limited, Edmonton. | C.T.A. HUTCHI |
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| 50. | A-303-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Art Laboratory Furniture Ltd., Montreal. | L.Y. TAYLOR |
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| 51. | A-304-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Fuller Austin of Canada, Edmonton. | L.Y. TAYLOR |
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| 52. | A-305-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Dominion Bridge Co. Ltd., Edmonton. | L.Y. TAYLOR |
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| 53. | A-307-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Stearns-Roger of Canada Ltd., Calgary. | L.Y. TAYLOR |
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| 54. | A-308-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Plains Dresser Ltd., Calgary. | L.Y. TAYLOR |
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| 55. | A-309-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Bird Construction Co. Ltd., Edmonton. | L.Y. TAYLOR |
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| 56. | A-310-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Superior Components Ltd., Calgary. | L.Y. TAYLOR |
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| 57. | A-312-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Atco Industries Ltd., Calgary. | L.Y. TAYLOR |
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| | DISPUTE | CONCILIATOR |
|---|---|---|
| 58. | A-313-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Franz Patella Contracting Ltd., Calgary. | L.Y. TAYLOR |
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| 59. | A-314-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Nor-Don Contracting Services Ltd., Edmonton. | L.Y. TAYLOR |
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| 60. | A-315-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Mon-Max Services Ltd., Calgary. | L.Y. TAYLOR |
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| 61. | A-316-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson and Delta Projects Limited, Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 62. | A-319-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Delta Projects Limited, Calgary. | L.Y. TAYLOR |
| | * * * * * * | |
| 63. | A-325-73<br>The International Association of Machinists and Aerospace Workers, Local Lodge 1722, Edmonton and International Harvestor Co. of Canada Ltd., Edmonton. | C.T.A. HUTCHINGS |
| | * * * * * * | |

## DISPUTES PENDING AT CONCILIATION OFFICER STAGE AS AT SEPTEMBER 30, 1973

| DISPUTE NUMBER | DISPUTE NUMBER | DISPUTE NUMBER | DISPUTE NUMBER |
|---|---|---|---|
| A-151-73 | A-245-73 | A-266-73 | A-293-73 |
| A-184-73 | A-246-73 | A-267-73 | A-294-73 |
| A-190-73 | A-247-73 | A-268-73 | A-295-73 |
| A-191-73 | A-248-73 | A-269-73 | A-296-73 |
| A-195-73 | A-249-73 | A-270-73 | A-297-73 |
| A-199-73 | A-250-73 | A-271-73 | A-298-73 |
| A-202-73 | A-251-73 | A-272-73 | A-306-73 |
| A-203-73 | A-252-73 | A-273-73 | A-311-73 |
| A-204-73 | A-253-73 | A-274-73 | A-317-73 |
| A-206-73 | A-254-73 | A-275-73 | A-318-73 |
| A-208-73 | A-255-73 | A-276-73 | A-323-73 |
| A-209-73 | A-256-73 | A-277-73 | A-324-73 |
| A-211-73 | A-257-73 | A-278-73 | A-326-73 |
| A-212-73 | A-258-73 | A-283-73 | A-327-73 |
| A-215-73 | A-259-73 | A-284-73 | A-328-73 |
| A-224-73 | A-260-73 | A-287-73 | A-329-73 |
| A-229-73 | A-261-73 | A-288-73 | A-330-73 |
| A-235-73 | A-262-73 | A-289-73 | A-331-73 |
| A-240-73 | A-263-73 | A-290-73 | A-332-73 |
| A-241-73 | A-264-73 | A-291-73 | A-333-73 |
| A-243-73 | A-265-73 | A-292-73 | A-334-73 |

## SUMMARY OF DISPOSITION OF DISPUTES AT CONCILIATION OFFICER STAGE JULY 1, 1973 TO SEPTEMBER 30, 1973

| | |
|---|---|
| Conciliations pending as of July 1, 1973 | 138 |
| Appointments made during the period | 50 |
| TOTAL | 188 |

DISPUTES

| | |
|---|---|
| Settled | 8 |
| Referred to a Conciliation Board | 29 |
| Referred to an Arbitration Board | 0 |
| Unsuccessful Recommendations Under Section 91 (1) (b) | 63 |
| Cancelled | 4 |
| Pending at September 30, 1973 | 84 |
| TOTAL | 188 |

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## SYNOPSIS OF CONCILIATION

## BOARD AWARDS

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. A-5-73
The Alberta Association of Registered Nurses, Edmonton and Alberta Hospital Association, representing the 51 Hospitals listed below:

1. Alberta Children's Provincial General Hospital, Calgary
2. Archer Memorial Hospital, Lamont
3. Berwyn Municipal Hospital
4. Brooks General Hospital
5. Calgary General Hospital
6. Claresholm General Hospital
7. Dr. Richard Parsons Auxiliary Hospital, Red Deer
8. Drumheller General Hospital
9. Edmonton General Hospital
10. Fairview Municipal Hospital
11. Fort Saskatchewan General Hospital
12. Grace Hospital, Calgary
13. Grande Prairie Municipal Hospital
14. High River General Hospital
15. Hinton Municipal Hospital
16. Holy Cross Hospital, Calgary
17. Innisfail General Hospital
18. John Neil Hospital, Cold Lake
19. Lacombe General Hospital
20. Lethbridge Municipal Hospital
21. Lynnwood Auxiliary Hospital, Edmonton
22. MacLeod Municipal Hospital
23. Manning Municipal Hospital
24. Medicine Hat General Hospital
25. Norwood Auxiliary Hospital, Edmonton
26. Peace River Municipal Hospital
27. Ponoka General Hospital
28. Providence Hospital, High Prairie
29. Provost Municipal Hospital
30. Red Deer General Hospital
31. Rockyview Hospital, Calgary
32. Slave Lake General Hospital
33. Stettler General & Auxiliary Hospitals
34. St. Joseph's Hospital, Edmonton
35. St. Michael's General Hospital, Lethbridge
36. Stony Plain Municipal Hospital
37. Sturgeon General Hospital, St. Albert
38. Taber General Hospital
39. Vermillion Municipal Hospital
40. Wainwright General Hospital
41. Wetaskiwin Municipal Hospital
42. Wetaskiwin-Leduc Auxiliary Hospital
43. Fort McMurray General Hospital
44. George McDougall Memorial Hospital, Smoky Lake
45. Grande Cache General Hospital
46. Central Peace General Hospital, Spirit River
47. Olds Municipal Hospital
48. St. John's Hospital, Edson
49. Big Country Hospital, Oyen
50. St. Joseph's General Hospital, Vegreville
51. University of Alberta Hospital, Edmonton

Chairman - Mr. Vincent A. Cooney
Employer Member - Mr. C. W. Gravett
Union Member - Mr. Ross T. G. McBain, Q.C.

Majority Award - Employer Member Dissenting

The Board Recommended:

1. Work Week:
Article 7 - "The normal hours of work shall be eighty (80) hours over a period of fourteen (14) calendar days, and the normal daily hours of work shall be eight (8) hours unless the position necessitates an alteration which shall be subject to mutual agreement between the Employee and Employer.

2. Intern Period:
Article 8(2) - "Delete all reference to Intern Period and Intern Nurse Training rate from the Agreements."

3. Retroactivity:
Article 8(3) - "Salaries - effective on dates indicated."

"Any Employee whose employment has terminated prior to the date of execution of this Agreement shall be eligible to receive retroactively any increase in salary which the Employee would have received but for the termination of employment provided that the Employee submits to the Employer within thirty (30) calendar days of the said date of execution a written application for such retroactive salary."

4. Educational Allowance:
Article 9 -

(a)

| Course | Monthly Allowance |
|---|---|
| Clinical Course. . . . . | $ 10 |
| Course in Nursing Unit Administration. . . . . | 10 |
| One Year Diploma, University . . . . . | 25 |
| Baccalaureate Degree (Nursing), University . . . . . | 60 |
| Master's Degree, University. . . . . | 100 |

(b) The allowances for a clinical course and for the course in nursing unit administration are payable only when the course is applicable to the position held by the Employee.

(c) Allowances for education are not cumulative and an Employee shall be paid only for the highest qualification attained provided that a head nurse and assistant head nurse, subject to the limitation in Subsection (b), shall be paid for both a clinical course and the course in nursing unit administration.

(d) Employees holding the position of Assistant Head Nurse, Head Nurse, or Instructor shall be paid additional allowances as stated in Subsection (a) for university preparation.

Employees holding the position of staff nurse and who have a minimum of one year of nursing experience shall be paid the additional allowances as stated in Subsection (a) for university preparation.

Employees holding the position of staff nurse and who have less than one year of nursing experience shall be paid at the rate of $15.00 per month for one Year Diploma, University, $30.00 per month for Baccalaureate Degree (Nursing), University, and $50.00 per month for Master's Degree, University. On attainment of one year of nursing experience the staff nurse shall receive educational allowance for university preparation as stated in Subsection (a).

5. Recognition of Previous Experience
Article 10 - "Subject to the opinion and approval of the Employer, in respect of an Employee whose employment commences after the effective date of this Agreement, if such Employee has demonstrated the value of her previous experience to the satisfaction of the Director of the Department after a qualifying period of sixty (60) calendar days from the date of employment, her salary shall be adjusted retroactively to the date of employment by applying the following rules governing the recognition of previous experience, provided that not more than three (3) years have elapsed since such experience was obtained:

(a) The salary of an Employee with a minimum of two (2) years of satisfactory recent nursing experience shall be advanced one (1) increment in the salary scale,

(b) the salary of an Employee with a minimum of three (3) years of satisfactory recent nursing experience shall be advanced two (2) increments in the salary scale,

(c) the salary of an Employee with a minimum of four (4) years of satisfactory recent nursing experience shall be advanced three (3) increments in the salary scale,

(d) the salary of an Employee with a minimum of five (5) years of satisfactory recent nursing experience shall be advanced four (4) increments in the salary scale."

6. Responsibility Allowance:
Article 11 - "Increase from $1.00 per shift to $1.35 per shift."

7. Schedules and Shifts:
Article 13(7) - A.A.R.N. Proposal on Shift Differential is withdrawn.

8. On Call Duty:
Article 14(4) - "Change minimum period from "one (1) hour" to "two (2) hours"."

9. Vacancies:
Article 18(1) - Change posting period from eight (8) calendar days to six (6) calendar days.

Article 18(2) - Change from eight (8) days to six (6) days.

10. Vacations:
Article 20(2) -
"During each year of continous service in the employ of the Employer, an employee shall earn entitlement to a vacation with pay to be taken in the next following year and the rate at which such entitlement is earned shall be governed by the position held by the employee and the total length of such service, as follows:

(a) General Staff Nurse and Assistant Head Nurse

Provided that any more favourable or beneficial vacation entitlement which applied to existing employees in these positions prior to the effective date of this Agreement shall be preserved and continued in effect,

(i) during the first, second and third year of such employment in these positions, an employee earns a vacation of fifteen (15) working days, and

(ii) during the fourth and subsequent years of employment, an employee earns a vacation of twenty (20) working days.

(b) Head Nurse and Instructor

During each year of employment in these positions, an employee earns a vacation of twenty (20) working days.

It is understood that the entitlement at Calgary General Hospital and Rockyview Hospital shall remain unchanged.

Article 21(5) - It is agreed by the Alberta Hospital Association and the Alberta Association of Registered Nurses that they will co-operate in minimizing the cost of sick leave.

11. Leave of Absence:
Article 24(1)(b) - Compassionate Leave

"Compassionate leave up to three (3) days shall be granted for the purpose of attending the funeral in the event of the death of a member of the Employee's immediate family, i.e., children, parents, brothers, sisters, husband, wife, mother-in-law, father-in-law, or guardian. Compassionate leave may be extended up to five (5) days if travel is necessary. Compassionate leave may include normal days off and/or vacation but no additional payment is due therefor."

12. Relief Duties:
Article 29 -

(1) On the first occasion an Employee replaces temporarily another Employee in a position of greater responsibility for a period of more than four (4) consecutive working days shall be paid the amount provided in Subsection (2) in addition to her regular salary on and after the fifth (5th) day of such relief duty.

On the second and subsequent occasions that an Employee replaces temporarily another Employee in a position of greater responsibility, the Employee shall be paid in accordance with Subsection (2) immediately.

(2) The additional amount paid to an Employee for relief duty pursuant to Subsection (1) shall be the differential between the beginning rate for the Employee's Classification and the beginning rate for the more senior Classification in which the Employee is relieving as set out in Section 8(1).

13. Permanent Part-Time Nurses:
Article 30(2)- For the purpose of this Agreement, a Permanent Part-time Nurse is a nurse who works on a regular basis, for an average of thirty-two (32) hours or more per two (2) week period but less than the normal eighty (80) hours as worked by a full-time nurse.

14. Discipline and Termination:
Article 31-

(1) Written warning notice shall be given to Employees for poor conduct or unsatisfactory job performance. This notice must state a definite period that the Employee has been given to improve job performance or to desist from actions deemed to be poor conduct. The Employee shall be evaluated at the end of the stated period. Should an Employee's conduct or performance not improve, the Employer may suspend or dismiss the Employee and this suspension or dismissal is subject to rights under the grievance procedure. Should definite improvement have been shown, the Employee shall be retained on staff.

Should a warning notice be processed through the grievance procedure as contained in this Agreement and be found to be unjust, the warning notice shall be removed from the record.

(2) The procedure stated in Subsection (1) does not prevent immediate suspension or dismissal for just cause.

(3) Employees absent for two (2) days without notifying the Employer shall be considered to have vacated their position unless a valid reason is provided for lack of notification.

(4) Twenty (20) working days' notice in writing, exclusive of any vacation due, shall be given by the Employee resigning from the hospital.

15. Grievance Procedure:
Article 32(6)(c) - The Arbitrators nominated by the parties shall meet within seven (7) days and they shall endeavour to select a mutually acceptable Chairman for the Arbitration Board. If they are unable to agree upon the choice of a Chairman within a further period of twenty-four (24) hours, they shall then request the Minister of Manpower and Labour for the Province of Alberta to appoint a Chairman.

16. Salaries:
Article 8(1) -

| | | | | | | |
|---|---|---|---|---|---|---|
| EFFECTIVE: April 1, 1973 | | | | | | |
| Staff Nurse | $605 | 635 | 665 | 695 | 725 | 760 |
| Asst. Head Nurse | $635 | 665 | 695 | 725 | 760 | 795 |
| Head Nurse/Instructor | $695 | 725 | 760 | 795 | 830 | 870 |
| EFFECTIVE: November 1, 1973 | | | | | | |
| Staff Nurse | $625 | 655 | 685 | 715 | 750 | 785 |
| Asst. Head Nurse | $655 | 685 | 715 | 750 | 785 | 820 |
| Head Nurse/Instructor | $720 | 755 | 790 | 825 | 865 | 905 |
| EFFECTIVE: April 1, 1974 | | | | | | |
| Staff Nurse | $665 | 695 | 725 | 760 | 795 | 830 |
| Asst. Head Nurse | $700 | 735 | 770 | 805 | 845 | 885 |
| Head Nurse/Instructor | $765 | 800 | 840 | 880 | 920 | 965 |

With the exception of salaries all other benefits shall become effective on the date of the Conciliation Board Award, August 30, 1973.

17. Term of Agreement:
April 1, 1973 to December 31, 1974.

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2. A-15-73
The Canadian Union of Public Employees, Local 829, Medicine Hat and The Medicine Hat Roman Catholic Separate School District, No. 21, Medicine Hat.

Chairman - Mr. Herbert Fielding
Employer Member - Mr. Paul Bartlett
Union Member - Mr. Patrick Lenihan

Unanimous Award.

The Board Recommended:

1. Salaries:
that the salary scales in force at the end of 1972 in respect of the following:

(a) Head Custodian
(b) Assistant Custodian
(c) Custodian, Class I
(d) Custodian, Class II

should be increased by monthly raises of twenty ($20.00) dollars each as of the first day of January, A.D. 1973, the first day of July, A.D. 1973. the first day of January, A.D. 1974 and a fifteen ($15.00) dollar per month raise as of the first day of July, A.D. 1974. The increases for housekeepers, being part-time staff, should be fifty (50%) per cent of the increase provided for the other staff.

2. Term of Agreement:
January 1, 1973 to December 31, 1974.

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3. A-106-73
The Alberta Strip Miners Union, Local No. 1595, Wabamun and Manalta Coal Limited, Wabamun.

Chairman - Mr. D. G. Skagen
Employer Member - Mr. Tom Bradshaw
Union Member - Mr. Jack Dyck

Unanimous Award.

The Board Recommended:

1. Seniority:
Article 8 - Insert a new paragraph in Article 8 under paragraph 1, subsection (b)(iv): A layoff which extends beyond the time in excess of one-half of the seniority that the employee has accumulated up to layoff, or for a period of two years, whichever is less.

2. Vacations:
Article 13(1)(c) - Effective April 1st, 1974 Employees with twelve (12) or more years of service, four (4) weeks per year and the Union seniority list will be used to determine the starting date of service.

3. Hours of Work:
Article 14 - A new Subsection (2) under this Article will cause the old Subsection (2) and the old Subsection (3) to be re-numbered (3) and (4), respectively.
Article 14(2) - Subject to Subsection (1) of this Article, and excepting the three-shift per day operations, hours of work at straight time rates and overtime rates shall be calculated from the time the employee leaves the mine service building to go to work, to the time the employee returns to the mine service building, less a thirty-minute lunch period. This arrangement to apply unless the two parties mutually agree that a change is desirable. Employees on the three-shift per day operations will be paid as above except that the flying lunch will not be deducted. Shift starting and stopping times for other than three-shift per day operations will be 8:00 a.m. to 12:00 noon, 12:30 p.m. to 4:30 p.m., and afternoon shift will be 4:30 p.m. to 8:30 p.m. and 9:00 p.m. to 1:00 a.m.

4. Overtime:
Article 15 -
(1) All hours worked in any one day or any one week, outside of the regularly assigned hours of work which from time to time are agreed upon by the parties, shall be considered as overtime hours, and, except as otherwise

provided herein, shall be paid at one and one-half the employee's regular pay for the first two hours and double the employee's regular pay thereafter.

(2) Any employee who, because of an emergency, is called out for duty at any time after or before his regular work period shall be free when the emergency is over, but shall nevertheless be paid a minimum of four hours at the overtime rate of time and one-half. Emergency work in excess of four (4) hours shall be paid at double time.

(3)(a) Employees required to work on their regularly assigned days of rest shall be paid as follows:

When employees are assigned two consecutive days of rest:
One and one-half the regular rate of pay for the first two hours and double the regular rate for all hours worked thereafter in each day.

(b) When an assigned day of rest falls on a Sunday, and when employees are required to work on such day of rest, they shall be paid at one and one-half the regular rate of pay for the first two hours and double the regular rate for all hours worked thereafter.

5. Shift Differentials:
Article 17 - This Article amended to show a shift differential on the midnight shift to read 24¢.

6. Salaries:
Article 21 -
(a) The wage adjustment recommended below to become effective as of April 1, 1973.

(b) The job title referred to here to read "Apprentice Blaster and/or Coal Drill Operator". The applicable hourly rate for this particular job classification to be $4.13 per hour as of March 31, 1973.

(c) Wage increase schedule to be as follows. The amounts to be applied to each job classification on the dates indicated.

| April 1/73 | October 1/73 | April 1/74 | October 1/74 |
|---|---|---|---|
| 40¢ | 20¢ | 30¢ | 35¢ |

7. Term of Agreement:
April 1, 1973 to March 31, 1975.

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4. A-118-73
The International Brotherhood of Electrical Workers, Local Union 1007, (Electric Utility), Edmonton and City of Edmonton, Edmonton.

Chairman - Mr. Maurice J. Sychuk
Employer Member - Mr. David Ross
Union Member - Mr. Ernest Clarke

Unanimous Award.

The Board Recommended:

1. Shift Differential:
Clause 6.07.01 - An employee who works a scheduled shift the major portion of which falls between the hours of 4:00 p.m. and 8:00 a.m. shall receive a shift differential of seventeen (17) cents for each hour of that shift. An employee shall be eligible for shift differential for hours worked at premium rates on statutory holidays only. The Custodial Worker and Custodial Supervisor classes shall not receive shift differential.

2. Salaries:
Clause 7.01 -

## SCHEDULE OF WAGES

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 1007 (POWER UNIT)

MAXIMUM RATES ONLY

| CLASS CODE | CLASS | JAN. 7/73 to SEPT. 1/73 | SEPT. 2/73 to APR. 27/74 | APR. 28/74 to JAN. 4/75 |
|---|---|---|---|---|
| 8185 | Power Line Foreman | $7.38 | $7.82 | $8.25 |
| 8184 | Power Lineman IV | 7.05 | 7.47 | 7.88 |
| 8133 | Power Electrician Foreman | 6.93 | 7.35 | 7.75 |
| 8157 | Meter Foreman | 6.93 | 7.35 | 7.75 |
| 8152 | Meter Shop Foreman | 6.93 | 7.35 | 7.75 |
| 9883 | Electrical Foreman | 6.93 | 7.35 | 7.75 |
| 8111 | Power Plant Maintenance Foreman | 6.93 | 7.35 | 7.75 |
| 8183 | Troubleman | 6.93 | 7.35 | 7.75 |
| 8121 | Electrical System Control Operator 1 | 6.93 | 7.35 | 7.75 |
| 8182 | Power Lineman III | 6.71 | 7.11 | 7.50 |
| 8156 | Meter Installer III | 6.59 | 6.99 | 7.37 |
| 8170 | Sub-Foreman Electrical Maintenance and Construction | 6.59 | 6.99 | 7.37 |
| 8523 | Instrument Technician III | 6.59 | 6.99 | 7.37 |
| 3051 | Electrical Inspector | 6.59 | 6.99 | 7.37 |
| 0413 | Electrical Commercial Representative | 6.59 | 6.99 | 7.37 |
| 8190 | Switchboard Operator | 6.59 | 6.99 | 7.37 |
| 8132 | Power Electrician II | 6.42 | 6.81 | 7.18 |
| 8512 | Maintenance Electrician II | 6.42 | 6.81 | 7.18 |
| 8155 | Meter Installer | 6.42 | 6.81 | 7.18 |
| 8522 | Instrument Technician II | 6.42 | 6.81 | 7.18 |
| 8136 | Cable Splicer II | 6.42 | 6.81 | 7.18 |
| 8181 | Power Lineman II | 6.42 | 6.81 | 7.18 |
| 8175 | Power Plant Mechanic | 6.30 | 6.68 | 7.05 |
| 8511 | Maintenance Electrician I | 6.30 | 6.68 | 7.05 |
| 8513 | Trolley Electrician | 6.30 | 6.68 | 7.05 |
| 8565 | Power Plant Welder | 6.30 | 6.68 | 7.05 |
| 8521 | Instrument Technician I | 6.30 | 6.68 | 7.05 |
| 8180 | Power Lineman I | 6.30 | 6.68 | 7.05 |
| 8131 | Power Electrician | 6.30 | 6.68 | 7.05 |
| 8135 | Cable Splicer I | 6.30 | 6.68 | 7.05 |
| 8154 | Meter InstallerI | 6.30 | 6.68 | 7.05 |
| 8153 | Meterman | 5.67 | 6.01 | 6.34 |
| 8204 | Water Plant Operator V | 5.62 | 5.96 | 6.20 |
| 8203 | Water Plant Operator IV | 5.44 | 5.77 | 6.00 |

| CLASS CODE | CLASS | JAN. 7/73 to SEPT. 1/73 | SEPT. 2/73 to APR. 27/74 | APR. 28/74 to JAN. 4/75 |
|---|---|---|---|---|
| 0342 | Yard Foreman | $5.21 | $5.52 | $5.82 |
| 8792 | Utility Worker Foreman | 5.21 | 5.52 | 5.82 |
| 8202 | Water Plant Operator III | 5.21 | 5.52 | 5.82 |
| 8110 | Power Plant Maintenanceman | 5.21 | 5.52 | 5.82 |
| 8593 | Tool Serviceman | 5.21 | 5.52 | 5.82 |
| 1103 | Meter Reader III | 5.21 | 5.52 | 5.82 |
| 8011 | Maintenance Mechanic (WTP) | 5.21 | 5.52 | 5.82 |
| 9013 | Custodial Supervisor | 4.96 | 5.26 | 5.47 |
| 1102 | Meter Reader II | 4.96 | 5.26 | 5.47 |
| 8201 | Water Plant Operator II | 4.96 | 5.26 | 5.47 |
| 8761 | Crane Operator | 4.71 | 4.99 | 5.26 |
| 8605 | Equipment Operator | 4.53 | 4.80 | 4.99 |
| 8702 | Utility Worker II | 4.53 | 4.80 | 4.99 |
| 8200 | Water Plant Operator I | 4.53 | 4.80 | 4.99 |
| 1101 | Meter Reader I | 4.53 | 4.80 | 4.99 |
| 8701 | Utility Worker I | 4.13 | 4.38 | 4.56 |
| 9001 | Custodial Worker | 3.96 | 4.20 | 4.39 |

3. Term of Agreement:
January 7, 1973 to January 4, 1975.

* * * * * *

5. A-122-73
The International Association of Bridge, Structrual and Ornamental Iron Workers, Local 776, Edmonton and Con-Force Products Limited, Edmonton.

Chairman - Mr. Leo Chikinda
Employer Member - Mr. R. Neuman
Union Member - Mr. Stephen Senio

Majority Award - Union Member Dissenting.

The Board Recommended:

1. Hours of Work:
Section 7 (g) - An employee may be excused the requirement to work overtime for reasonable cause. In the event of a dispute as to whether the excuse is reasonable, and if no substitute can be readily found to work the overtime assignment, the employee shall work the said assignment, subject to the right to later launch a grievance in respect of the dispute.

2. Overtime:
Section 8 (d) and Section 9 (a) and (b) - To provide for the payment of double time for all hours worked on Statutory Holidays, as provided for in the existing agreement.

3. Holiday Pay:
Section 9 (c) - In order to be eligible to receive pay for any of the above mentioned holidays, or days observed as such, not worked as provided for in subsection (b) above, an employee must have been employed by the Company thirty (30) days or more prior to the occurrence or observance of the holiday in question, and such employee must have worked for the company on the last regular work day immediately preceding and on the first

regular work day immediately following the holiday in question unless his failure to work for the company on such day or days saw due to absence because of being on paid vacation, as hereinafter provided for in this agreement, or because of confirmed illness or injury that occurred or commenced on the holiday, the day immediately following the holiday or during the thiry (30) days immediately preceding the holiday in question or because of death in the immediate family (Mother, Father, Spouse, Child, Brother, Sister, Father-in-Law and Mother-in-Law) of an employee, or for similar good cause authorized, directed or approved by the company.

4. Salaries:
Section 10 (a) -
Effective May 1, 1973, 30¢ per hour increase to the rates of pay shown in column C of existing agreement.

Effective May 1, 1974, an additional increase of 30¢ per hour to the rates as established above and that the Unclassified Helper rate (less than 90 days) be increased 15¢ per hour May 1, 1973 and 15¢ per hour May 1, 1974.

* Effective May 1, 1973, the rate of pay for the Welder (with required certificate) be increased an additional 10¢ per hour.

The newly established rates of pay will be as follows:

| Title | Present Rate | Effective May 1/73 | Effective May 1/74 |
|---|---|---|---|
| Batcher | $4.39 | $4.69 | $4.99 |
| Side Boom Cat. Operator | 4.35 | 4.65 | 4.95 |
| Welder (with required Certificate) | * 4.30 + 10¢ | 4.70 | 5.00 |
| Maintenance Repairman | 4.19 | 4.49 | 4.79 |
| Cement Finisher 1st Class | 4.16 | 4.46 | 4.76 |
| Overhead Crane Operator 90 days or more of service class | 4.16 | 4.46 | 4.76 |
| Steel Bender | 4.15 | 4.45 | 4.75 |
| Assemblymen Forms 90 days or more of service class | 4.05 | 4.35 | 4.65 |
| Cement Finisher 2nd Class 90 days or more of service class | 4.04 | 4.34 | 4.64 |
| Tacker 90 days or more of service class | 4.04 | 4.34 | 4.64 |
| Steel Cutter | 4.01 | 4.31 | 4.61 |
| Overhead Crane Operator Less than 90 days service class | 3.98 | 4.28 | 4.58 |
| Cement Finisher 2nd Class Less than 90 days service class | 3.98 | 4.28 | 4.58 |
| Tacker Less than 90 days service class | 3.91 | 4.21 | 4.51 |
| Front End Loader Operator, Truck Driver | 3.95 | 4.25 | 4.55 |
| Steel Tier | 3.90 | 4.20 | 4.50 |
| Maintenance Helper | 3.90 | 4.20 | 4.50 |
| Unclassified Helper 90 days or more service with the Co. | 3.80 | 4.10 | 4.40 |
| Unclassified Helper Less than 90 days service with the Co. | 3.55 | 3.70 | 3.85 |

With reference to Lead Hand, the differential to remain at 20¢.

5. Safety and Health:
Section 24 (b) - The Company will supply gloves at no cost to the employees where gloves are required in the performance of the work. Worn gloves must be returned before replacement gloves are provided.

6. Term of Agreement:
July 31, 1973 to April 30, 1975

* * * * * *

6. A-145-73
The International Association of Heat and Frost Insulators and Asbestos Workers, Local 126, Calgary and Alberta Construction Labour Relations Association (Insulators (Calgary) Trade Division), representing Member Employers who are listed below:

1. A. C. & S. Contracting Limited
2. B. & C. Coverings Limited
3. Brytex Metal and Coverings Limited
4. Calgary Asbestos and Insulation Limited
5. J. K. Campbell and Associates Limited
6. Crest Plumbing and Heating Limited
7. D. Forrest and Associates
8. Fuller Austin of Canada
9. George Money and Sons Limited
10. Romonda

Chairman - Mr. J. R. Smith, Q.C.
Employer Member - Mr. E. A. Easton
Union Member - Mr. E. H. Stark

Unanimous Award.

The Board Recommended:

1. Management Rights:
Article I (a) - Add the words "select so as to accept or reject a previous employee" after the word "hire" and before the word "promote".

2. Hours of Work:
Article III (e) - Last paragraph to be amended by deleting the words "regular pay" and substituting therefor the words "gross payroll earnings exclusive of time mileage allowance".

(f) - Shall be amended by adding the words "payroll" after the word "gross" and before the word "earnings" and adding the words "exclusive of transportation pay" after the word "earnings" and before the word "commencing".

3. Shift Differential:
Article IV (a) - When or where it may be necessary to work shift work, the second shift shall receive a shift differential of 15% of the regular pay and the third shift likewise. Notice of shift work shall be given in accordance with The Alberta Labour Act.

4. Salaries:
Article VI - Base Rate - January 1, 1973 - $5.60
Base Rate - June 20, 1973 - $5.60 plus $.50 = $6.10
Base Rate - October 1, 1973 - $6.10 plus $.20 = $6.30
Base Rate - April 1, 1974 - $6.30 plus whatever amount is necessary to achieve parity with any settlement with the Edmonton Local which is achieved without work stoppage.

5. Transportation - Meals - Accommodation:
Article VIII -
Clause 8(h) - change to read $13.00 per day, October 1, 1973; $14.00 per day, April 1, 1974 with appropriate weekly changes.

6. General:
Article XIII (e) - Height Pay. On swing stage, bosun chair or scaffolding over 50 feet above solid construction a workman shall be paid an additional 25¢ per hour.

7. Health and Welfare and Pension Plan:
Article XIV -
(a) Increase health and welfare payments to 15¢ per hour.

(b) Add new clause providing for pension coverage effective as of June 20, 1973 in the amount of 5¢ per hour for all employees covered by this Agreement and 5¢ per hour on April 1, 1974.

8. Term of Agreement:
April 1, 1973 to March 31, 1975.

* * * * * *

7. A-163-73
The International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, Edmonton and Combustion Engineering-Superheater Limited, Montreal, R. H. Albert and Company Limited, Edmonton, Fish International Canada Limited, Calgary and Alberta Construction Labour Relations Association (Insulators (Edmonton) Trade Division), representing Member Employers who are listed below:

1. Brytex Metal and Covering Limited
2. Brown and Root Limited
3. A. C. & S. Contracting Limited
4. George Money and Son Limited
5. Catalytic Enterprises Limited
6. Nor-Don Contracting Services Limited
7. Crosstown Heating and Ventilating Limited
8. Fuller Austin of Canada Limited
9. Bain Insulation Company Limited
10. Asbestos Coverings (1964) Limited
11. Midway Insulation Company Limited
12. J. K. Campbell and Associates Limited
13. Delco Sheet Metal Limited
14. Asbestos Industries of Alberta Limited
15. B & C Coverings Limited

Chairman - Mr. R. A. Huth
Employer Member - Mr. A. Olson
Union Member - Mr. E. Clarke

Unanimous Award.

The Board Recommended:

1. Pension:
The Board feels that a pension fund should be established and recommends that the employers pay 10¢ per hour beginning April 1st, 1974 into a fund under a joint trusteeship of Management and Union.

2. Vacation and General Holiday Pay:
Article 3 -

(e) In lieu of an employee being given a holiday with pay on each of the statutory holidays falling within his period of employment, the Employer shall provide 4 per cent of total hourly earnings, which shall be deemed to include straight time hours, overtime hours, premium time hours and travel time hours for the period of his employment which shall be paid in one amount annually, or upon termination of employment.

(f) Vacation pay shall be six (6) per cent of the employee's total hourly earnings, which shall be deemed to include straight time hours, overtime hours, premium time hours and travel time hours for the period of his employment which shall be paid in one amount annually, or upon termination of employment.

3. Salaries:

| | |
|---|---|
| July 19, 1973 | Wage increase of 40¢ + Vacation Holiday = 44¢ |
| October 1, 1973 | Wage increase of 25¢ + Vacation Holiday = 27 1/2¢ |
| April 1, 1974 | Wage increase of 20¢ + Vacation Holiday = 22¢ + 10¢ Pension |
| October 1, 1974 | Wage increase of 40¢ + Vacation Holiday = 44¢ |

4. Height Pay:
On swing stage, bosun chair or scaffolding more than 50 feet above solid construction, a workman shall be paid an additional 25¢ per hour over the current height pay.

5. Term of Agreement:
April 1, 1973 to March 31, 1975.

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THE ALBERTA LABOUR ACT

V O T E S

SELECTION OF A BARGAINING AGENT

JULY 1, 1973 TO SEPTEMBER 30, 1973

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 1. | The Graphic Arts International Union, Local 211-L, Edmonton. | Bulletin-Commercial Printers Limited, Edmonton. | FOR |
| | | * * * * * * | |
| 2. | The Amalgamated Meat Cutters and Butcher Workmen of North America, Local P-280, Edmonton. | Palm Dairies Limited, Edmonton. | AGAINST |
| | | * * * * * * | |
| 3. | The Retail Clerks Union, Local 401, Edmonton. | Alberta Blue Cross Plan, Edmonton. | FOR |
| | | * * * * * * | |
| 4. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Coles Printing Company Limited, Edmonton. | FOR |
| | | * * * * * * | |
| 5. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Preston Press Limited, Edmonton. | FOR |
| | | * * * * * * | |
| 6. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | A.B.C. Press Limited, Edmonton. | FOR |
| | | * * * * * * | |
| 7. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Bradburn Printers Limited, Edmonton. | FOR |
| | | * * * * * * | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 8. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Co-Op Press Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 9. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Douglas Printing Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 10. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Modern Press Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 11. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Reliable Printing Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 12. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Jasper Printing Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 13. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Custom Printers and Stationers Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 14. | The Edmonton Printing Pressmen and Assistants' Union, Local 255, Edmonton and Edmonton Typographical Union, Local 604, Edmonton. | Moore Printing Company Limited, Edmonton. | AGAINST |
| | * * * * * * | | |
| 15. | The International Woodworkers of America, Local 1-207, Edmonton. | Neonex Leisure Products Limited, Red Deer. | FOR |
| | * * * * * * | | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 16. | The International Woodworkers of America, Local 1-207, Edmonton. | Revelstoke Companies Limited, Harlech. | FOR |

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THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

JULY 1, 1973 TO SEPTEMBER 30, 1973

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 1. | The Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton. | Cara Operations Limited, Nisku. | FOR |

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| | | | |
|---|---|---|---|
| 2. | The Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton. | Cara Operations Limited, Nisku. | AGAINST |

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|---|---|---|---|
| 3. | The Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton. | King Edward Hotel of Edmonton Limited, Edmonton. | FOR |

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THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARDS

JULY 1, 1973 TO SEPTEMBER 30, 1973

| | UNION | COMPANY | RESULT |
|---|---|---|---|
| 1. | A-29-73<br>The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 496. | Mechanical Contractors Association of Alberta, Calgary District, Calgary. | Employees Rejected<br>Employer Rejected |

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|---|---|---|---|
| 2. | A-106-73<br>The Alberta Strip Miners Union Local No. 1595, Wabamun. | Manalta Coal Limited, Wabamun. | Employees Rejected<br>Employer Accepted |

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| | UNION | COMPANY | RESULT |
|---|---|---|---|
| 3. | A-122-73<br>The International Association of Bridge, Structural and Ornamental Iron Workers, Local 776, Edmonton. | Con-Force Limited, Edmonton. | Employees Rejected<br>Employer Rejected |

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|---|---|---|---|
| 4. | A-145-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 126, Calgary. | Alberta Construction Labour Relations Association (Insulators (Calgary) Trade Division) representing member employers. | Employees Rejected<br>Employer Accepted |

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## V O T E S

## STRIKE ACTION

## JULY 1, 1973 TO SEPTEMBER 30, 1973

| | UNION | COMPANY | RESULT:<br>EMPLOYEES VOTED |
|---|---|---|---|
| 1. | A-29-73<br>The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 496, Calgary. | Mechanical Contractors Association of Alberta, Calgary District, Calgary. | FOR |

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|---|---|---|---|
| 2. | A-66-73<br>The General Teamsters Local Union No. 362, Calgary. | Pioneer Paving Limited, Calgary. | AGAINST |

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|---|---|---|---|
| 3. | A-92-73<br>The Construction and General Workers, Local Union 1111, Calgary. | Borger Utility Contractors Limited, Calgary. | FOR |

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|---|---|---|---|
| 4. | A-106-73<br>The Alberta Strip Miners Union, Local No. 1595, Wabamun. | Manalta Coal Limited, Wabamun. | FOR |

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|---|---|---|---|
| 5. | A-119-73<br>The International Brotherhood of Electrical Workers, Local Union 1007 (Telephone Unit), Edmonton. | City of Edmonton, Edmonton. | FOR |

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| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 6. | A-122-73<br>The International Association of Bridge, Structural and Ornamental Iron Workers, Local 776, Edmonton. | Con-Force Products Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 7. | A-145-73<br>The International Association of Heat and Frost Insulators and Asbestos Workers, Local 126, Calgary. | Alberta Construction Labour Relations Association (Insulators (Calgary) Trade Division), Edmonton. | FOR |
| | * * * * * * | | |
| 8. | A-150-73<br>The International Chemical Workers Union, Local No. 465, Calgary and International Brotherhood of Electrical Workers, Local No. 254, Calgary. | Cominco Limited, Calgary. | FOR |
| | * * * * * * | | |
| 9. | A-162-73<br>The International Chemical Workers Union, Local 460, Calgary. | Canadian Industries Limited, Calgary. | FOR |
| | * * * * * * | | |
| 10. | A-185-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Larwill Construction Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 11. | A-186-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Watson Construction Limited, Calgary. | FOR |
| | * * * * * * | | |
| 12. | A-187-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | A. V. Carlson Construction Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 13. | A-188-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Smith Brothers and Wilson Limited, Edmonton. | AGAINST |
| | * * * * * * | | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 14. | A-189-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Prestige Builders Limited, Calgary. | FOR |
| | * * * * * * | | |
| 15. | A-190-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Sillman Company Limited, Calgary. | AGAINST |
| | * * * * * * | | |
| 16. | A-192-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Bayker Construction Limited, Calgary. | FOR |
| | * * * * * * | | |
| 17. | A-193-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Cana Construction Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 18. | A-194-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Cascade Builders Limited, Calgary. | FOR |
| | * * * * * * | | |
| 19. | A-196-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Oland Construction Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 20. | A-197-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Poole Construction Limited, Calgary. | FOR |
| | * * * * * * | | |
| 21. | A-198-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | McTavish, McKay and Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 22. | A- 200-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Hashman Construction Limited, Calgary. | FOR |
| | * * * * * * | | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 23. | A-201-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Foundation Company of Canada Limited, Calgary. | FOR |
| | * * * * * * | | |
| 24. | A-205-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Dominion Construction Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 25. | A-207-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Trident Construction Limited, Calgary. | FOR |
| | * * * * * * | | |
| 26. | A-210-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Hashman Construction Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 27. | A-214-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Creative Interiors and Construction Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 28. | A-216-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | B. Guthrie Engineering Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 29. | A-217-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | A. D. Ross and Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 30. | A-218-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | R. Vollan (Alberta) Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 31. | A-219-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Stuart Olson Construction Limited, Edmonton. | FOR |
| | * * * * * * | | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 32. | A-220-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Poole Construction Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 33. | A-221-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Alta-West Construction Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 34. | A-223-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Smith Brothers and Wilson Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 35. | A-225-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Bird Construction Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 36. | A-226-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | C. F. Braun and Company of Canada Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 37. | A-228-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Brown and Root Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 38. | A-230-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | A. V. Carlson Construction Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 39. | A-231-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Cana Construction Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 40. | A-232-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Cascade Builders Limited, Calgary. | FOR |
| | * * * * * * | | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 41. | A-233-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Dominion Construction Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 42. | A-236-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson. | Commonwealth Construction Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 43. | A-237-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge. | Bird Construction Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 44. | A-238-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge. | Glen Little Construction Limited, Lethbridge. | FOR |
| | * * * * * * | | |
| 45. | A-239-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer. | Cana Construction Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 46. | A-240-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer. | Hornstrom Brothers Construction Limited, Calgary. | AGAINST |
| | * * * * * * | | |
| 47. | A-242-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer. | W. R. Sandquist Construction Limited, Red Deer. | AGAINST |
| | * * * * * * | | |
| 48. | A-285-73<br>The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary. | Plastex Extruders Limited, Calgary. | FOR |
| | * * * * * * | | |
| 49. | A-302-73<br>The Oil, Chemical and Atomic Workers International Union, Local 9-728, Edmonton. | Fiberglas (Canada) Limited, Edmonton. | FOR |
| | * * * * * * | | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 50. | A-303-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Art Laboratory Furniture Limited, Montreal. | FOR |
| | * * * * * * | | |
| 51. | A-304-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Fuller Austin of Canada, Edmonton. | FOR |
| | * * * * * * | | |
| 52. | A-305-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Dominion Bridge Company Limited, Edmonton. | FOR |
| | * * * * * * | | |
| 53. | A-306-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge. | Commonwealth Construction Company Limited, Calgary. | FOR |
| | * * * * * * | | |
| 54. | A-307-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Stearns - Roger of Canada Limited, Calgary. | FOR |
| | * * * * * * | | |
| 55. | A-308-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Plains Dresser Limited, Calgary. | FOR |
| | * * * * * * | | |
| 56. | A-309-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1322, Edson. | Bird Construction Company Limited, Edmonton. | Split Action 2-2 |
| | * * * * * * | | |
| 57. | A-310-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Superior Components Limited, Calgary. | FOR |
| | * * * * * * | | |
| 58. | A-312-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Atco Industries Limited, Calgary. | AGAINST |
| | * * * * * * | | |

| | UNION | COMPANY | RESULT: EMPLOYEES VOTED |
|---|---|---|---|
| 59. | A-313-73<br>The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary. | Franz Patella Contracting Limited, Calgary. | FOR |

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|---|---|---|---|
| 60. | A-314-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Nor-Don Contracting Services Limited, Edmonton. | FOR |

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|---|---|---|---|
| 61. | A-315-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Mon-Max Services Limited, Calgary. | FOR |

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|---|---|---|---|
| 62. | A-319-73<br>The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton. | Delta Projects Limited, Calgary. | FOR |

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## SECTION 80

## APPLICATION FOR DECLARATION

## AS TO SUCCESSOR RIGHTS

## I S S U E D

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. The United Steelworkers of America, Local 5885, Edmonton and Rheem Canada Limited, Edmonton.

   Varied to above union from: "United Steelworkers of America, Local 5220, Edmonton."

   Declaration Number: 19-73 Amended September 6, 1973

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2. The United Steelworkers of America, Local 5885, Edmonton and W. S. Tyler Company of Canada Limited, Edmonton.

   Varied to above union from: "United Steelworkers of America, Local 5220, Edmonton."

   Declaration Number: 20-73 Amended September 6, 1973

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## STRIKES AND LOCKOUTS - ALBERTA

## FOR THE PERIOD

## JULY 1, 1973 TO SEPTEMBER 30, 1973

1. A-29-73
The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 496, Calgary and Mechanical Contractors Association, (Calgary District), Calgary.

| | |
|---|---|
| Number of Workers: | 913 |
| Starting Date: | August 23, 1973 |
| Termination Date: | |
| Working Days Lost: | |
| Man-days Lost: | |

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2. A-92-73
The Construction and General Workers Union, Local 1111, Calgary and Borger Utilities Contractor, Calgary.

| | |
|---|---|
| Number of Workers: | 178 |
| Starting Date: | August 29, 1973 |
| Termination Date: | September 4, 1973 |
| Working Days Lost: | 4 |
| Man-days Lost: | 712 |

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3. A-112-73
The International Chemical Workers Union, Local 844, Calgary and The Prestolite Company (Division of Eltra of Canada), Calgary.

| | |
|---|---|
| Number of Workers: | 88 |
| Starting Date: | August 1, 1973 |
| Termination Date: | September 12, 1973 |
| Working Days Lost: | 30 |
| Man-days Lost: | 2,640 |

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4. A-145-73
The International Association of Heat and Frost Insulators and Asbestos Workers, Local 126, Calgary and Alberta Construction Labour Relations Association (Insulators (Calgary) Trade Division), Edmonton.

| | |
|---|---|
| Number of Workers: | 115 |
| Starting Date: | August 31, 1973 |
| Termination Date: | |
| Working Days Lost: | |
| Man-days Lost: | |

* * * * * *

5. A-150-73
The International Chemical Workers Union, Local 465, Calgary and International Brotherhood of Electrical Workers, Local 254, Calgary and Cominco Limited, Calgary.

| | |
|---|---|
| Number of Workers: | 143 |
| Starting Date: | July 19, 1973 |
| Termination Date: | September 17, 1973 |
| Working Days Lost: | 42 |
| Man-days Lost: | 6,006 |

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6. A-162-73
The International Chemical Workers Union, Local 460, Calgary and Canadian Industries Limited, Calgary.

| | |
|---|---|
| Number of Workers: | 168 |
| Starting Date: | August 15, 1973 |
| Termination Date: | August 19, 1973 |
| Working Days Lost: | 4 |
| Man-days Lost: | 672 |

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7. A-285-73
The Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary and Plastex Extruders Limited, Calgary.

| | |
|---|---|
| Number of Workers: | |
| Starting Date: | September 21, 1973 |
| Termination Date: | |
| Working Days Lost: | |
| Man-days Lost: | |

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OCT 5 1974

NOV 26 1974